

OUR
SUSTAINABILITY
JOURNEY



Our Sustainability Framework

Being committed to advancing the sustainable development of the construction industry, the CIC is dedicated to fostering a sustainable future for all and supporting Hong Kong's goal of achieving carbon neutrality by 2050. Sustainability is a long-term endeavour, and we recognise that it necessitates unwavering commitment and dedication. Accordingly, we remain steadfast in consistently promoting sustainable practices and driving positive change within the industry.

Supporting the United Nations Sustainable Development Goals (UNSDGs), we developed the CIC Sustainability Framework centred around four strategic pillars: Resources, Intelligence, Culture and Talent. These pillars embody the values and objectives integrated into the CIC's internal operations and external initiatives, sustainably driving industry development and improvement.



Resources	Intelligence	Culture	Talent
<p>Building sustainably, leading the way:</p> <p>Conserving resources, minimising environmental impact, inspiring industry stakeholders to embrace sustainable change</p>	<p>Elevating capacity for a brighter future:</p> <p>Accelerating innovation, advancing technology, enhancing productivity, safety, and sustainability</p>	<p>Sustainability through ethics, health and safety:</p> <p>Building a strong foundation for industry growth</p>	<p>Empowering workforce, enabling limitless possibilities:</p> <p>Fuelling productivity and industry growth</p>
<p>We are dedicated to conserving resources, minimising our environmental impact, and influencing industry stakeholders to adopt similar practices. Our commitment reflects our ongoing efforts to promote sustainability and drive positive change in the construction sector.</p>	<p>Empowering the industry catalyses innovation and advanced technology adoption, enhancing productivity, safety, and environmental performance. Together, we can drive positive transformation and shape a more efficient, secure, and sustainable future.</p>	<p>An ethical, healthy, and safe culture serves as the bedrock for responsible practices, nurturing long-term growth, and ensuring the well-being of all stakeholders. We actively promote and prioritise health and safety, fostering responsible practices and the well-being of all stakeholders.</p>	<p>A dedicated, innovative, and healthy workforce is the driving force behind organisational productivity and industry growth. We prioritise talent development and the creation of a sustainable workforce as our primary concerns.</p>

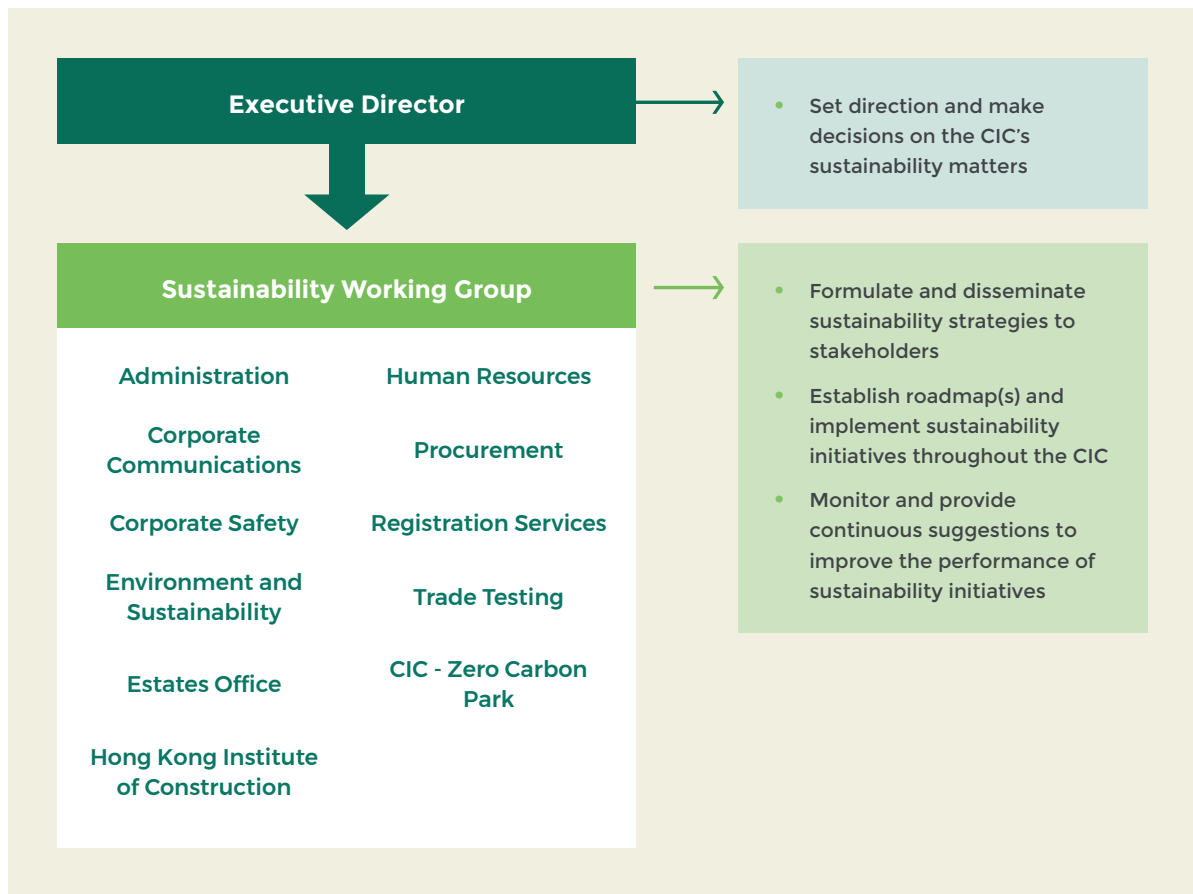
In our pursuit of progress, in late 2023, we embarked on a comprehensive study to review and thoroughly enhance our sustainability performance and strategy. This study encompasses formulating a robust sustainability strategy, establishing key metrics to measure our progress, identifying areas for improvement, and developing a clear roadmap and action plan for the years to come. This proactive approach allows us to make significant strides and drive positive change towards a sustainable future.

Our Sustainability Governance

We are committed to maintaining and upholding a high standard of governance throughout our sustainability journey. This dedication aims to inspire and lead the industry towards a more sustainable and environmentally responsible future.

To ensure the effective implementation of our sustainability strategy, we have established a dedicated cross-departmental Sustainability Working Group (SWG) to drive it proactively.

However, our dedication to sustainability continues beyond our doorstep. We extend our reach to embrace the entire construction industry and are deeply committed to fostering a more sustainable future. The CIC Committee on Environment (Com-ENV) and various working groups, comprising every key stakeholder along the industry's value chain, collaborate to devise robust strategies and plans for promoting environmental protection and sustainability in the construction industry.



Key Initiatives in the CIC Sustainable Construction Roadmap

2018 2019



CIC SUSTAINABLE
CONSTRUCTION AWARD
建造業議會可持續建築大獎

The first edition of CIC Sustainable Construction Award

Recognition of best sustainability practices among organisations and industry practitioners



CIC Carbon Assessment Tool
建造業議會碳評估工具

CIC Carbon Assessment Tool

Carbon accounting platform for construction projects



CIC Green Product Certification

Certification for building and construction products/materials

2020 2021 2022



CIC SUSTAINABLE
CONSTRUCTION AWARD
建造業議會可持續建築大獎

The second edition of CIC Sustainable Construction Award



CIC Sustainable Finance Certification Scheme
建造業議會可持續金融認證計劃

CIC Sustainable Finance Certification Scheme

Framework for construction green finance application



iBEAM Unison

A digital platform for green building assessment, which enables BIM-based submission

2023



CIC SUSTAINABLE
CONSTRUCTION AWARD
建造業議會可持續建築大獎

The third edition of CIC Sustainable Construction Award



Smart Waste Management Tool
建築廢料智慧管理工具

Smart Waste Management Tool

A one-stop digital platform that digitalises and streamlines processes from waste data collection to management

2023

Carbon Neutrality Strategy Study for Hong Kong Construction Industry

Directions for the industry to move towards Carbon Neutrality 2050








CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE)

The first construction-specific sustainability global forum and exhibition in Hong Kong



Driving Industry Impact






CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023)

-  Organised the first-of-its-kind construction sustainability mega-event
-  The 4-day event features exhibitions, forums and talks, award ceremonies, charter signing ceremonies, and technical tours
-  Attended by 40 prestigious speakers from the world
-  40 exhibitors
-  Over 10,000 participations



Our Operation

Smart Facilities Management Control Centre

-  Centralised hub integrating various systems, platforms, and technologies used in the daily operation of facilities management
-  Integrated Building Management System (BMS), Estates Office Management System (EOMS), CCTV system, and Internet of Things (IoT) devices
-  Allow real-time monitoring of facility conditions
-  Equipped with dynamic analytics and control capabilities
-  Facilitate benchmarking for ESG practices

Resolute Commitment to Proactively Safeguard Data Privacy and Cybersecurity

Data Privacy

We attach great importance to safeguarding data privacy. This commitment is essential in maintaining our reputation for good governance and reinforcing the trust that forms the foundation of our enduring relationships with the stakeholders. We are committed to fully implementing and complying with the data protection principles and all relevant provisions of the Personal Data (Privacy) Ordinance.

Acknowledging that data privacy is more than regulatory compliance, we have adopted a proactive approach in embracing the evolving challenges of data protection. We have endeavoured to develop privacy protection as part of our corporate governance responsibilities and applied it as a top-down business imperative throughout the organisation. In 2023, we have started a project to revamp the Personal Data Privacy Compliance Framework. Each department in the CIC nominated a designated staff member as a Personal Data Champion. These champions and their coordinators are crucial in overseeing data privacy-related matters within their respective departments. Regular meetings are held and chaired by the CIC Data Protection Officer to review data privacy performance and propose measures to enhance our data privacy practices. In the same year, we thoroughly reviewed our "Personal Information Retention Schedule and Erasure Schedule" to strengthen and streamline our data retention practices.

Furthermore, we provide comprehensive programmes to educate CIC employees on the significance of data privacy. Through these educational programmes, we aimed to raise our employees' awareness about the importance of data privacy and equip them with the knowledge and tools necessary to protect personal information. By promoting a strong culture of data privacy, we not only safeguard the privacy rights of individuals but also demonstrate our dedication to responsible data management and ethical practices.

Cybersecurity

We acknowledge the ever-evolving nature of the cyber threat landscape, which requires us to continually adopt and enhance our cybersecurity measures. We prioritise the protection of our platforms, stakeholders' data, and their interests to the highest standards.

Throughout the years, we have significantly invested in attaining and upholding good practice standards for cybersecurity. We are dedicated to consistently implementing robust measures to safeguard against cyber threats. Our commitment to proactive cybersecurity ensures that we remain resilient and responsive in the face of emerging threats, providing our stakeholders with the utmost confidence in the security of their information and data.

In 2023, we bolstered our firewall and networking infrastructure, reinforcing its role in safeguarding our valuable digital assets from cyber threats. This enhanced infrastructure is instrumental in ensuring the security and integrity of our data. By implementing these measures, we not only prioritise the protection of our information but also cultivate trust with our stakeholders. The strengthened firewall infrastructure demonstrates our commitment to data security, instilling confidence in our stakeholders and reinforcing their trust in us.

We are dedicated to continually strengthening our cybersecurity measures to ensure the resilience of our digital infrastructure.

Resources

Building sustainably, leading the way:

Conserving resources, minimising environmental impact, inspiring industry stakeholders to embrace sustainable change.

Major Achievements in Driving Industry Impact

Carbon Neutrality

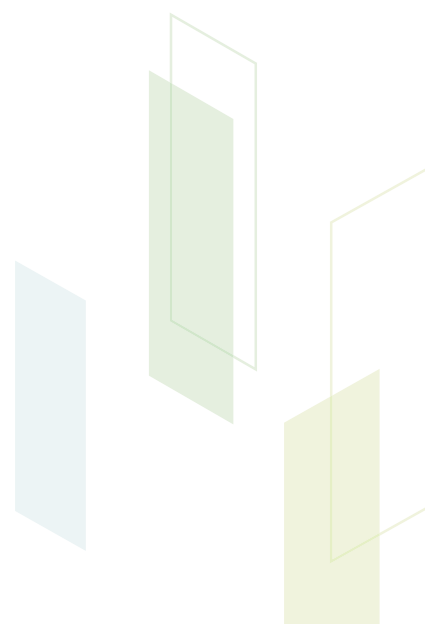


Climate change, a defining issue of our time, poses significant challenges to the natural world and human society. To join the global community to combat climate change, the Hong Kong Special Administrative Region Government has committed to achieving carbon neutrality before 2050, and the interim decarbonisation target is to reduce Hong Kong’s carbon emissions by 50% before 2035 as compared to the 2005 levels.

To contribute to climate change mitigation, we are actively exploring opportunities to support, empower and motivate the industry to decarbonise the value chain through a series of programmes and tools.

Carbon Neutrality Strategy

We actively seek collaboration with the industry to contribute to the city’s carbon neutrality pledge by 2050. In alignment with the Hong Kong Climate Action Plan 2050+, we completed the Carbon Neutrality Strategy Study for the Hong Kong Construction Industry in 2023. This study identified three key decarbonisation directions. These decarbonisation directions were prominently featured and showcased at GCSFE 2023, highlighting the industry’s commitment to sustainable practices and driving the transition towards a carbon-neutral future.



CIC Global Construction Sustainability Forum and Exhibition 2023

Echoing the initiative of global carbon neutrality, the CIC and the Development Bureau jointly organised the inaugural GCSFE 2023 in Hong Kong from 20 to 23 November 2023.

Forum



Exhibition



Charter Signing Ceremonies



Sustainable Construction Charter




Construction Digitalisation Charter

Award Ceremonies



CIC Sustainable Construction Award 2023 Presentation Ceremony



Hong Kong Construction Common Data Environment Award 2023 Presentation Ceremony



2024 CIC Construction Digitalisation Award Launching Ceremony

Technical Tours





GCSFE 2023 brought together industry stakeholders, facilitating knowledge exchange and collaboration to promote sustainable development and enhance Environmental, Social, and Governance (ESG) performance. This highly acclaimed event also showcased cutting-edge sustainable innovations to a global audience, fostering the widespread adoption of sustainable practices in the construction industry.



In GCSFE 2023, our newly launched CIC Sustainable Construction Charter has garnered significant recognition, with 160 organisations across the value chain actively participating. This achievement highlights our industry's commitment to sustainability and sets the stage for collaborative efforts towards a more sustainable future.



The CIC Decarbonisation-related Tools and Initiatives

The industry's green transition requires a mindset change and a concerted effort from all stakeholders. The CIC endeavours to facilitate and encourage decarbonisation in the construction industry by providing different decarbonisation-related tools and initiatives, such as the CIC Carbon Assessment Tool (CAT), CIC Green Product Certificate (GPC), and CIC Sustainable Finance Certification Scheme (SFCS).

#1 CIC Carbon Assessment Tool

In 2023, the CAT underwent an upgrade, enhancing user-friendliness and expanding its database to nearly 2,000 carbon emission factors. This expansion allows for more accurate and detailed assessments, enabling practitioners to make informed decisions and drive sustainable practices in construction.

Double carbon emission factors in the database compared to 2022

39%↑

in the cumulative number of CAT users compared to 2022

#2 CIC Green Product Certificate

We initiated additional research in 2023 to expand the scope of new product categories and update the assessment criteria for the GPC. The aim is to meet industry demands for sustainable products. This research is targeted to be completed in 2024. As of December 2023, the GPC program certified over 1,000 products, indicating growing industry adoption of green and low-carbon products.

>1,000 certified projects



32%↑

in the cumulative number of certified products compared to the 2022 figures

#3 CIC Sustainable Finance Certification Scheme

To continuously raise awareness and deepen understanding of the SFCS among various stakeholders, we conducted over 30 engagements and training sessions throughout the year, targeting individuals from the financial and construction sectors. In addition, we kept collaborating with different parties to assist the industry in grabbing green opportunities to transit their business to reach carbon neutrality.

Signed Memorandum of Understanding (MoU)



MoU Signing Ceremony between the CIC and the Bank of Communications (Hong Kong)



MoU Signing Ceremony between the CIC and the ESG Consortium

Waste Management

Since 2022, we have developed the Smart Waste Management Tool (SWMT), a web application designed to manage construction and demolition (C&D) waste data, aiming to digitalise the process of inputting, analysing, verifying and storing waste data. This tool offers immediate benefits such as saving manpower, reducing paper usage, and enhancing the accuracy, efficiency, and transparency of waste data management. Indeed, the SWMT can also significantly contribute to the decarbonisation efforts. It helps identify improvement areas, optimise waste disposal processes, and ultimately reduce carbon emissions associated with waste generation and disposal.

By collecting and analysing data on waste disposal, recycling rates, and waste types, as well as facilitating data sharing, the SWMT provides a benchmark for industry practitioners to assess their waste management practices. By promoting proper waste management and reduction at the source through this benchmark, the SWMT is crucial in supporting the transition towards a more sustainable and low-carbon future and circular economy.

After undergoing pilot trials and refinements, the SWMT was introduced in November 2023, further supporting the industry's efforts towards sustainable waste management practices.



Key Initiatives in Operation

Promotion of Environmentally Responsible Office Culture

We made significant strides in promoting an environmentally responsible office culture. A key initiative involved constant reminder to staff on environmental protection tips, including the implementation of a screensaver on office computers and designed to inspire and encourage eco-friendly practices among staff members. The screensaver showcases helpful tips and reminders, ranging from reducing paper usage to conserving energy and practicing responsible waste management.

Management System / Policy

A Smart Facilities Management Control Centre (SFMCC), launched in 2023, serves as a centralised hub integrating various systems, platforms and technologies used in the daily operations of the CIC. These include the BMS, EOMS, CCTV system and IoT devices. By integrating these systems, the SFMCC enhances operational efficiency, streamlines processes, facilitates better monitoring and supports us to proactively create a strategic approach for optimising CIC facilities' performance.

We are also committed to green purchasing, encouraging our staff to consider environmental concerns when making procurement decisions. The "Green Purchasing Policy" outlined in the CIC Procurement Manual establishes general principles that must be adopted when purchasing or preparing specifications and contractual documents. These principles aim to promote environmentally friendly procurement practices in the CIC.



Smart Facilities Management Control Centre



Additional IoT sensors at Hong Kong Construction Industry Trade Testing Centre (HKCITTC)

Energy



As a participant in the Feed-in Tariff (FIT) Scheme, the CIC-Zero Carbon Park (CIC-ZCP) has been supplying power companies with self-generated electricity from renewable power sources, resulting in economic returns.

The Hong Kong Institute of Construction (HKIC) implemented several renewable energy initiatives, including installing solar PV panels on roofs to generate solar power and connect them to the power grid. The wind-photovoltaic road lamps and solar energy lighting were also installed on the campuses. The HKIC also joined the Charter on External Lighting launched by the Environment and Ecology Bureau and adopted specific lighting practices, such as turning on and off logo signages at specified times using timers or the Lutron system. These initiatives showcase the HKIC's commitment to renewable energy adoption and sustainable practices within the school premises.

489,875.2 kWh
of electricity

(from solar power systems, wind-photovoltaic road lamps, solar energy lighting, and a biodiesel generator)



Material and Waste

The CIC and the HKIC actively promote recycling practices and contribute to waste reduction efforts on the campuses, such as collaborating with GREEN@KWUN TONG to collect recyclables, implementing the Smart Plastic Bottle Recycling Green Programme, etc.

Maximising resource utilisation by relocating precast concrete slabs from the Tai Po Training Ground to the Tuen Mun Training Ground for training purposes is another sustainable initiative of the HKIC.

Recycled

>43,000 kg

of materials in 2023 within all CIC's premises



Breakdown of recycled materials:	
Metal	Plastics
29,638.9 kg	1,074.0 kg
Paper / Cardboard Packing	Glass
4,033.9 kg	272.3 kg
	Others¹
	8,072.6 kg

Paper

We have extended our paperless efforts through fully utilising digitalisation technology in daily operations, such as Canvas System, MS TEAMS, and SharePoint. We have also replaced traditional paper-based tasks with digital format, including heat stress assessment and procurement operation processes, inspections and funding application processing of the Construction Innovation and Technology Fund (CITF).



1. Others included concrete, timbers, and safety helmets, a washing machine, small electrical appliances, light bulbs, and batteries.

Green Buildings



The CIC-ZCP has achieved a Final Platinum rating under the BEAM Plus Existing Buildings v2.0 Comprehensive Scheme. This recognition signifies the outstanding sustainability performance of the building. The Platinum rating reflects excellence in various areas, including energy efficiency, indoor environmental quality, water conservation and waste management. The CIC-ZCP's achievement demonstrates its commitment to sustainable practices and is a benchmark for other buildings aspiring to enhance their environmental performance.



Way Forward

We are fully dedicated to expanding our initiatives for sustainable construction and creating a vibrant and sustainable built environment in Hong Kong. Moving forward, we will channel our utmost efforts into prioritising the following impactful works in 2024:

Driving Industry Impact

- Actively collaborate with industry stakeholders to pursue the ambitious goal of carbon neutrality
- Conduct a study on the feasibility of implementing Construction Site Electrification and Clean Energy Adoption
- Continue to foster the adoption of SWMT and commence the second phase enhancement of the application to incorporate material exchange functions

Our Operation

- Carry out a comprehensive study to review and thoroughly enhance our sustainability performance and strategy
- Keep integrating sustainability principles into our corporate culture and operations, expanding electric vehicle (EV) charging facilities, implementing food waste collection, organising reuse/recycle events, and creating a paperless working environment
- Enhance recycling arrangements, such as the CIC and the HKIC continuously partnering with local recycling organisations (e.g. GREEN@COMMUNITY)
- Expand the installation of renewable energy equipment (e.g. PV panels and wind-photovoltaic road lamps)
- Digital shift in our daily operation to achieve a paperless working environment

Intelligence

Elevating capacity for a brighter future:

Accelerating innovation, advancing technology, enhancing productivity, safety and sustainability.

The construction industry is transforming extraordinarily, fuelled by ground-breaking innovations and digitalisation. Building Information Modelling (BIM), Modular Integrated Construction (MiC), and Multi-trade Integrated Mechanical, Electrical and Plumbing (MiMEP) are revolutionising productivity, quality, safety and sustainability in construction.

At the forefront of this transformative journey, we serve as the hub of innovation and digitalisation resources, offering guidance and reference materials to propel the industry forward.

We empower industry stakeholders to embrace these advancements, equipping professionals with the tools to adopt transformative technologies confidently.

Our vision is clear: to forge a collaborative ecosystem that fosters widespread adoption of smart and sustainable construction practices. By embracing cutting-edge technologies and innovations, the construction industry can unlock boundless growth opportunities, elevate project efficiency and outcomes to new heights, and create a sustainable built environment.

Major Achievements in Driving Industry Impact

Capacity Amplification for Revolutionary Industry Transformation



Guidance and Reference Materials

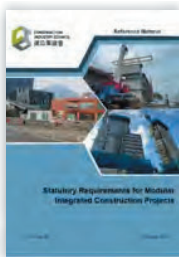
We regularly publish reference materials to drive industry-wide transformation and ensure the successful implementation of innovative and sustainable practices and technologies. In 2023, we issued or updated the following reference materials:

Reference Material on Technical Requirements for Construction Robots for Painting, Plastering and Welding



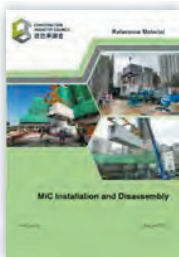
The reference material outlined assessment process, obligations of suppliers, owners and operators, and technical requirements for construction robots in painting, plastering and welding trades.

Reference Material on Statutory Requirements for Modular Integrated Construction Projects



The reference material was published in September 2019 and updated in October 2023 based on the documents and guidelines, etc., on MiC issued by the respective regulatory bodies in Hong Kong.

Reference Material on MiC Installation and Disassembly



The reference material provided practical reference materials and enabling technologies for MiC building installation and disassembly.

CIC Beginner's Guide on Construction Digitalisation - Adoption of BIM in Small and Medium Enterprises



Following the release of the English version in November 2022, the Chinese version of the "CIC Beginner's Guide on Construction Digitalisation - Adoption of BIM in Small and Medium Enterprises" was published in March 2023.

Knowledge Sharing and Exchange

In 2023, substantial progress was made in promoting industry transformation through extensive knowledge-sharing and exchange initiatives. The focus was accelerating construction digitalisation, showcasing construction robots, fostering engagement with technology ventures, and enabling innovative and green technologies.

The introduction of iHub guided tours in 2021 was pivotal in connecting four exhibition centres: Construction Innovation and Technology Application Centre (CITAC), CIC-Zero Carbon Park, MiC Resources Centre, and CIC Digital Twin Hub. This interconnected network effectively facilitated the application of construction innovation, sustainability and digitalisation throughout the industry. In 2023, iHub hosted more than 650 tours and attracted over 12,000 visitors.

CIC Digital Twin Hub

We transformed the CIC BIM Space into the CIC Digital Twin Hub in 2023, with a wider showcase of Digital Twin applications as well as a dedicated area on construction safety technologies, to accelerate construction digitalisation. It provides a collaborative platform and an array of technological showcases to facilitate knowledge exchange, nurture talent and inspire innovation in digital twin and construction technology.

The hub featured thematic areas such as the Digital Twin Application Showcase Area, Smart Construction Site Safety Corner, Multi-purpose Area, and Digital Twin Lab, offering events like digital twin experience sharing sessions, digital twin application guided tours, and advisory workshops.



CIC Digital Twin Hub Opening Ceremony in July 2023

MiC Resources Centre

The MiC Resources Centre, as a dedicated knowledge platform for promoting MiC, facilitates the exchange of knowledge and fosters collaboration. In 2023, the centre received approximately 10,000 visitors.

We continuously update the MiC database and actively foster technical exchanges among Hong Kong, Mainland China and overseas stakeholders to optimise the MiC supply chain in Hong Kong by creating collaborative opportunities.

Stakeholders can also gain hands-on experience with the latest MiC technologies and the sustainable construction methods associated with MiC through the iHub guided tours and exchange sessions.



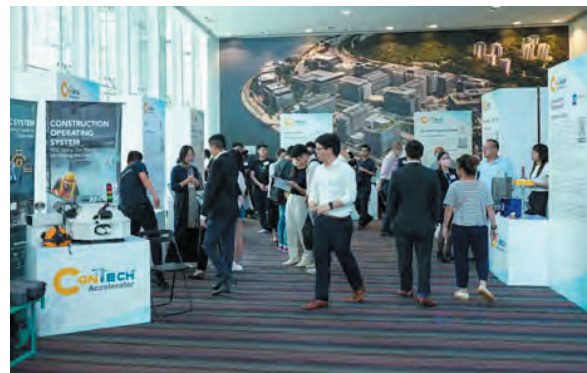
The China Association for Science and Technology visited the MiC Resources Centre in May 2023



Business leaders from 26 countries and regions visited the MiC Resources Centre in December 2023 as part of their visit to the 24th Hong Kong Forum

ConTech Accelerator

After a year of effort on the ConTech Accelerator, co-organised by the CIC and the Hong Kong Science & Technology Parks Corporation, a demonstration day with presentations and Tech Venture exhibition was successfully held in August 2023 to showcase the fruitful outcomes of co-creation between industry players, highlighting the impact of collaboration in driving innovation and growth in the construction sector.



ConTech Accelerator - Demonstration Day

Other Events

We also took a proactive approach to elevating innovative and advanced technology applications and enhancing high productivity and sustainable constructions through captivating events, such as seminars, webinars and site visits. Here are some key events that we have conducted:

Kickoff Seminar for Workshops on Construction Robots, organised by CITAC in October 2023, showcased over 20 cutting-edge construction robots. From building surveying to wall-finishing and inspection, these robots revolutionised every aspect of construction projects. The workshops drew an impressive participation of 68 organisations and 425 individuals, who were eager to witness first-hand the ways in which these robots could enhance productivity, eliminate repetitive tasks, and mitigate risks.



Kickoff seminar for workshops on construction robots

CIC RnD Forum 2023 – Experience Sharing on Maturity Method for Concrete Strength Estimation was successfully organised in October 2023. Unlike traditional concrete cube tests, the maturity method provides real-time early concrete strength assessment, enhancing productivity and quality in concrete works. Concrete sensor suppliers and contractor representatives were invited to share their experiences and provide valuable insights into site applications, offering attendees a deeper understanding of the effectiveness of the new method for concrete strength estimation.



CIC RnD Forum 2023 - Experience Sharing on Maturity Method for Concrete Strength Estimation

A series of visits for MiC included six local project and factory visits and a visit to the Greater Bay Area (GBA) in 2023. Over 150 industry practitioners actively engaged in discussions with project teams throughout these visits, fostering knowledge exchange on the latest technologies and advancements in the field.



A visit to factories and projects in the GBA in April 2023

Webinar on MiC: Deconstruction and Relocation of First Modular Social Housing Project (Nam Cheong 220), co-organised with the Jockey Club Design Institute for Social Innovation of The Hong Kong Polytechnic University, was held in December 2023. By sharing the findings of the study on the module reusability of the first MiC transitional housing buildings, the sustainability benefits of MiC were emphasised.



Webinar on MiC: Deconstruction and Relocation of First Modular Social Housing Project (Nam Cheong 220)

The CITAC, recognising the importance of embracing innovative technologies in the construction industry, proactively facilitated over 269 business-to-business engagements in 2023 between potential industry users and technology ventures to address their challenges and requirements. These matching events resulted in connections between 11 SME contractors, 10 project clients, and 37 consultants with technology ventures, fostering the adoption of innovative technologies across the construction industry.

Moreover, we developed the MiC website as an all-inclusive online platform to offer comprehensive information on the latest technological advancements, project developments, and supply chain updates related to MiC for the industry and the public. In 2023 alone, the website received over 300,000 visitor views, demonstrating its popularity and effectiveness in disseminating valuable information about MiC.

Training and Development

We are dedicated to empowering industry professionals with the latest skills and knowledge to adapt to the changing landscape and drive transformative change within the industry.

February 2023

Launched a signature course, “Master Class on AI for Construction”, enabling professionals to leverage AI and advanced solutions in projects

March 2023

Published “CIC White Paper on BIM Personnel Development in Hong Kong” aiming to meet the evolving needs of the construction industry by providing strategic recommendations and insights into BIM personnel development

April 2023

Completed the second cohort of the “CIC Master Class on Common Data Environment (Project Managers)”

To further enhance our “Teaching and Learning Kit” for BIM Viewer training, we introduced a new BIM Viewer platform in 2023, bringing the total number of available platforms to four, including an open BIM (IFC compatible) platform. This diverse range of platforms provides professionals with a variety of options to choose from based on their specific requirements. By the end of 2023, over 27,770 industry practitioners have completed the training and obtained the BIM Viewer certificates since the launch in 2021.

Funding Support

Construction Innovation and Technology Fund (CITF)

The CITF keeps contributing to diverse projects with financial support, driving the adoption of innovative and advanced technologies in the construction industry. As a crucial catalyst for sustainable development, the CITF focuses on promoting sustainable development and enhancing environmental performance. Here are some key details in 2023:

Contribution of
>HK\$1.1 billion
for projects



>300
cutting-edge products

(covered in the CITF Pre-approved List for Technologies)

>3,500
approved funding
applications

benefiting
>1,100
recipients

Allowed an exclusive
funding ceiling of

HK\$1.5 million

(per company for the adoption of the Smart Site Safety System (4S) since April 2023)



Smart Site Safety System (4S) briefing session – Hoisting & Rigging-related plant rental companies in Hong Kong

Key Initiatives in Operations

We always take pride in embracing technological advancements and streamlining our daily operations by implementing several key initiatives.

One notable achievement is the launch of the Smart Facilities Management Control Centre (SFMCC) in the third quarter of 2023. This centralised hub integrates various systems, platforms and technologies utilised across our network at the CIC, including the BMS, EOMS, CCTV system and IoT devices.



Smart Facilities Management Control Centre

The primary objective of the SFMCC is to provide real-time monitoring for the facilities, leading to productivity enhancement, cost efficiency, and sustainability in our operations. By consolidating data from multiple sources, we gain a comprehensive view of our facilities, enabling us to make informed decisions and proactively create strategies and approaches to optimise the development of facilities management performance.

Dynamic analytics and control capabilities are the key features of the SFMCC. It automates data collection, provides real-time data analysis to identify improvement areas, detects anomalies, and facilitates timely actions, since proactive maintenance practices can efficiently minimise downtime, reduce repair costs and extend assets' lifespan, which ensure reliable facility operations. The SFMCC also supports benchmarking for ESG practices. By comparing our performance with the industry standards, we can identify areas for improvement and set targets for continuous enhancement.

Apart from the SFMCC, we have implemented other initiatives to enhance operational efficiency and promote a responsive work environment.

- An Employee Service Portal has been established, providing staff with a streamlined platform to report and manage IT services.
- The introduction of Robotic Process Automation (RPA) has significantly improved efficiency by automating the processing of levy application forms.
- The Safety Training Enquiry System efficiently handles course enquiries, freeing resources for enhancing engagement with applicants and stakeholders.
- Operational Dashboards and the Data Management Platform promote data-driven decision-making, transparency and accountability.
- A unified platform for Strategic Portfolio Management ensures effective KPI reporting and robust governance practices.
- The Online Programme Application System reduces manual data entry, accelerates application processing, and improves user experience while minimising environmental impact.
- The digital warehouse management system at Central Store has been developed and implemented, utilising QR codes and an e-platform for efficient stock management.
- 4S has been adopted at the HKCITTC to enhance the safety performance of trade test candidates during work, providing timely safety alerts and monitoring.
- HKCITTC utilises BIM to manage resources and generate BIM models for hot trades, assisting candidates in understanding the designs, drawings and requirements of the test projects.

Way Forward

Looking ahead, our vision for intelligence in the construction industry is driven by a commitment to innovation, efficiency and sustainability. We will forge ahead with the following strategies to further advance our initiatives:

Driving Industry Impact

- Continue to foster the adoption of innovative technologies and high-productivity construction practices through various events (e.g. the CIC Global Construction Digitalisation Forum and Exhibition 2024, Global Construction Robotics Day, a series of conferences, study tours, webinars, site visits, workshops)
- Empower the industry practitioners with practical knowledge and skills in leveraging Digital Twin technology through the new "Master Class on Digital Twin"
- Actively source and promote environmental friendly technologies for the Pre-approved List of the CITF, encouraging their broader adoption in the industry
- Develop additional reference materials for the industry (e.g. Beginner's Guide on Construction Digitalisation - Cyber Security and Reference Material on BIM for Asset/Facility Management)
- Renew the exhibition of the MiC Resource Centre to introduce new technologies and maintain ongoing communication with MiC contractors and suppliers to obtain updated exhibits and technologies related to sustainability for display in the Centre



Our Operation

- Upgrade the SFMCC by expanding its coverage to more CIC premises and integrating innovative solutions (e.g. AI CCTV, 4S, Digital Works Supervision System (DWSS), Fire Door Monitoring System)
- Adopt 4S technologies during the construction of the new outdoor training ground at Siu Lam, including a digitalised permit-to-work system, dangerous situation alerts for mobile plant operation danger zones, smart monitoring devices for workers, and AI safety monitoring system



Culture

Sustainability through Ethics, Health, and Safety:

Building a strong foundation for industry growth.

We emphasise fostering a culture of care and safety for our community, including our valued staff and industry practitioners. We are fully dedicated to promoting our workforce's physical and mental wellness and have invested significant resources in enhancing construction safety.

We are committed to creating a safer working environment through a comprehensive range of initiatives, including impactful promotional activities, extensive knowledge sharing of safety practices, and the proactive adoption of innovative solutions. We also strongly believe in the importance of community and neighbourhood care. With great enthusiasm, we strive to unite industry practitioners in giving back to the community with genuine love and compassion, thereby positively impacting the well-being of our staff and the broader community.

Major Achievements in Driving Industry Impact

Reinforcing the Culture of Safety



We are proactive in driving a transformative safety culture in the construction industry.

To achieve the ambitious goal of “Zero Accident”, the 12th Construction Safety Week (CSW) in 2023, jointly organised by the Development Bureau (DEVB) and the CIC, served as a rallying point for all stakeholders. Under the captivating theme “United for a New Site Safety Chapter,” a series of dynamic activities were curated, including the thought-provoking “Safety Conference”, the cutting-edge “Safety x Smart Site Exhibition”, and the prestigious “29th Considerate Contractors Site Award Scheme”.

Building on the success of the past three years, the “Life First” Campaign continued to gain momentum and industry support, with an astounding 313 works projects actively participating. The much-anticipated “Design for Safety” Competition was an exciting addition to the campaign, showcasing 35 remarkable projects that ingeniously integrated safety culture into their construction designs. The ever-popular “Life First” Quiz Competition kept participants engaged and entertained, injecting fun into the vital message of safety.

To the delight of industry enthusiasts, the long-awaited “Construction Safety Week Carnival” made its grand return after a five-year hiatus. Embracing the invigorating theme “Proud to be Safe,” the carnival featured an array of activities, including the adrenaline-fueled “Construction Safety Competition”, attractive game booths, and mesmerising safety drama performances.

Industry leaders and professionals eagerly participated in the influential CEO Safety Forum and the enlightening “Life First - Walk the Talk” webinars, where invaluable insights and best practices were shared, reaching an impressive audience of over 24,000 practitioners. By harnessing the collaborative power of the CIC, the DEVB and our esteemed industry peers, we are steadfastly committed to comprehensively promoting and nurturing a robust safety culture that will redefine the future of construction.

Celebrating Excellence: Honouring Achievements and Recognising Contributions

We have launched various charters, awards and competitions to encourage and recognise outstanding achievements in safety, innovation, and sustainability within the construction industry. Key charters, awards and competitions in 2023 are summarised below.



Sustainable Construction Charter

With a strong commitment to steering the construction industry towards carbon neutrality and bolstering its ESG performance, the Sustainable Construction Charter was introduced in 2023. It has gained support from 160 participating organisations spanning the entire value chain. Their collective commitment is a powerful symbol of the construction industry's unwavering dedication to carbon neutrality.



Construction Digitalisation Charter

Since its launch at the end of 2022, the Construction Digitalisation Charter has garnered the support of approximately 200 organisations, all committed to collaborating and achieving digitalisation targets within the construction industry. In 2023, events, including the Construction Digitalisation Charter Pledges Sharing and Coaching Session, were organised to facilitate knowledge exchange and assist pledgees in developing tailored strategic roadmaps.



CIC Sustainable Construction Award

Since its launch in 2019, the CIC Sustainable Construction Award has stood as a symbol of recognition for organisations and practitioners driving sustainability in the construction industry. In its 3rd edition held in 2023, the award continued to celebrate outstanding practices and innovative approaches to sustainable construction. This prestigious accolade highlights the exceptional efforts and achievements of 29 organisations and 17 industry practitioners, showcasing their commitment to advancing sustainability.



CIC Sustainable Construction Award 2023

Hong Kong Construction Common Data Environment Award

The 2nd Hong Kong Construction Common Data Environment Award recognised projects and organisations leveraging the Common Data Environment (CDE) for enhanced project management and collaboration. 11 awards were presented, including an additional award, the Overseas Achievement Award, for remarkable CDE adoption on non-local projects.



Hong Kong Construction Common Data Environment Award 2023

CIC BIM Competition

The CIC BIM Competition, in its 5th year, continued its mission to encourage the practical use of BIM among construction-related higher education students. This year's competition centred around "Sustainable Design of the Construction Innovation Campus". Eight projects were recognised, showcasing students' proficiency in project coordination and digital collaboration. Through this collaborative and competitive learning platform, students gained invaluable experience leveraging BIM for sustainable design and innovation.



CIC BIM Competition 2023



建造業傑出青年選舉
CONSTRUCTION INDUSTRY
OUTSTANDING YOUNG PERSON AWARD

Construction Industry Outstanding Young Person Award

Launched in 2019, the Construction Industry Outstanding Young Person Award (CIOYPA) is a biennial programme that applauds the accomplishments and contributions of young professionals in the construction industry. This prestigious award recognises their excellence and positive impact on industry development and the community. In 2023, six outstanding young industry practitioners from diverse roles within the construction industry were honoured for their pursuit of excellence, outstanding contributions, courage, and innovative thinking. Their exceptional efforts shape the industry and pave the way for a promising future.

Construction Industry Outstanding Apprentice Awards

The Construction Industry Outstanding Apprentice Awards 2023 honoured apprentices' craftsmanship, knowledge and work attitudes. Three awardees were selected in the technician/supervisor category, while six winners were chosen in the craftsmen apprentices or trainee category, promoting apprenticeship and appreciating employers' and site trainers' contributions.

The 2nd Hong Kong Construction Skills Competition

The 2nd Hong Kong Construction Skills Competition at HKCITC was successfully organised in 2023. It acknowledges skilled industry practitioners and recognises exceptional workmanship among experienced masters and rising stars in the industry. This year's competition included new trades such as Carpentry (Formwork-Building Construction), Marble Work (Polishing), Repair, Maintenance, Alteration and Addition (Building Construction), Truss Out Bamboo Scaffolding, and Concreting Construction.



The 2nd Hong Kong Construction Skills Competition

Igniting Green Living and Environmental Awareness: Empowering the Public through Engagement and Education



We are committed to transforming the perception of sustainability. As a pioneer in promoting green living and environmental awareness, since its inception, the CIC-ZCP has been serving as an inspiring beacon for a sustainable, smart city. In 2023, the “MiC Play Unit 2” in the CIC-ZCP was upgraded with sustainable materials and hexagonal-shaped, prefabricated components, creating a family-friendly communal space in a sustainable community.

Throughout the year, the CIC-ZCP showcased the pinnacle of low-carbon living, renewable energy applications, and green building design. Visitors were impressed by the transformative power of sustainable practices, including innovative recycling and upgrading building materials.

1,032
complimentary guided tours

117
low-carbon workshops

The year’s highlight was the highly anticipated annual event, “Construction Month 2023”: Build Green, Live Green, in November 2023, which came alive with a dazzling array of activities that excited attendees. From the Robotics x STEAM Construction Day Camp to the Percussion Instruments Marathon, the event seamlessly blended education and entertainment. The “ZCP Green Heroes” acknowledgement ceremony cum obstacle race celebrated students who were actively participated in various carbon reduction and sustainable activities; while the ZCP Green Market facilitated the exchange of second-hand goods, promoting reuse, upcycling and waste reduction.

To promote new energy sources and achieve carbon neutrality by 2050, the CIC-ZCP collaborated with various sectors to organise the “New Energy Vehicles Exhibition”, showcasing brand-new electric vehicles and innovative solutions such as those powered by ammonia and solar energy. The exhibition ignited enthusiasm for a low-carbon future, attracting over 10,000 visitors. Interactive STEAM workshops, eye-catching photo spots, and engaging booth games united people of all ages in their commitment to a sustainable lifestyle.

At the core of CIC-ZCP’s mission was nurturing the next generation of green leaders. Through the “ZCP Green Heroes” Award Badges Programme, primary and secondary students actively participated in carbon reduction activities, empowering them to contribute to the planet’s preservation. Additionally, the CIC-ZCP STEAM Lab serves as an educational platform, offering guided tours to explore innovative construction techniques and industry knowledge. In 2023, a total of 270 guided tours were organised, cultivating cross-disciplinary talents with essential skills in construction innovation aligned to pursue carbon neutrality. These initiatives inspire the young to become catalysts for change, promoting sustainability and a greener future.

Nurturing the Spirit of Service: Cultivating Hearts that Make a Difference



We established the Construction Industry Sports & Volunteering Programme (CISVP) in October 2016 to encourage industry practitioners’ participation in sports programmes and volunteering services and to form sports and volunteer teams in their organisations.

In 2023, the CISVP surpassed all expectations by organising a multitude of volunteer activities, demonstrating our unwavering dedication to caring for the community and underprivileged groups.

507
Volunteer services

62,990
Number of Beneficiaries (man-time)



In a remarkable achievement, the 6th Construction Industry Volunteer Awards Scheme witnessed contributions from construction-related organisations and NGOs to the community and commended distinguished performances.

The 6th Construction Industry Volunteer Awards Scheme

64
Participated Organisations

▲ **42%**
(compared to 2022)

212,818
Service Hours

▲ **55%**
(compared to 2022)

29,764
Volunteers (man-time)

▲ **54%**
(compared to 2022)

The highly anticipated Lo Pan Service Month consisted of 3 signature events - the Construction Industry Lo Pan Rice Campaign, the Construction Industry Blood Donation Day, and the Construction Industry Shoreline Clean-up Day. These events collectively generated 293 rounds of services, with the support of 2,875 dedicated volunteers, leaving an indelible mark on the community.



Construction Industry Lo Pan Service Month 2023 - CIC x HKCA "Lo Pan Boxed Meal" Kick-off Ceremony

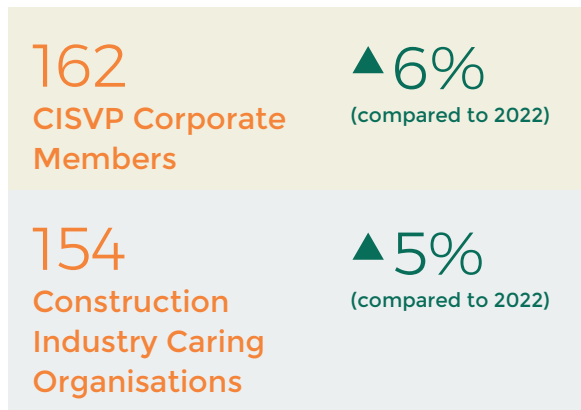
Continuing their fruitful collaboration, the CISVP and the Hong Kong Construction Association (HKCA) joined forces again for the Construction Industry Lo Pan Service Month 2023 - CIC x HKCA "Lo Pan Boxed Meal". This heart-warming endeavour aimed to support elderly and underprivileged groups by distributing hot meal boxes and goodie bags. In 2023, 27,650 "Lo Pan Rice" meal boxes were distributed.

In addition to Lo Pan Service Month, the CISVP undertook further meaningful initiatives to support the elderly. They organised 105 rounds of home repairing and moving services tailored to senior citizens' needs. Recognising the importance of ensuring the safety and well-being of the elderly, the CISVP collaborated with the Registered Specialist Trade Contractors Federation to have the "Construction Industry Volunteer Service Day". This special event focused on installing handrails, with 89 pieces being successfully installed for the benefit of elderlies.



Construction Industry Volunteer Service Day - Construction Industry Volunteer Team installing handrails for elderlies

These exceptional efforts to reinforce the objectives of CISVP and promote the spirit of sports and volunteering yielded remarkable results. The number of CISVP Corporate Members witnessed an impressive, nearly 6% increase, and the coveted "Construction Industry Caring Organisations" Logo was awarded to over 5% more deserving companies.



To express gratitude to construction workers for their invaluable contributions to the sustainable development of Hong Kong and their dedication to nurturing the next generation, we have the prestigious "Scholarship for Family Members of Registered Construction Workers". We acknowledge the academic excellence of the awardees in the 2023 Hong Kong Diploma of Secondary Education Examination and commend their family members who are registered construction workers for their continuous professional development. We trust that youth is essential in the flourishing growth of society, and we hope that the younger generation will contribute to societal improvements through the application of advanced knowledge and innovation in various professions such as medicine, dentistry, earth and environmental sciences, finance, architecture, engineering and education.

Granting
HK\$384,000
in Scholarships

Awarding
44
Prizes



Key Initiatives in Operations

Safety-First Mindset

Our highest priority remains the safety of our staff members. We required our staff members to attend the CIC Foundation Certificate in Construction Safety in 2023 to enhance their safety knowledge and awareness. We also organised monthly construction safety webinars for continuous learning. These webinars served as a valuable platform for sharing best practices and insights from safety experts. By providing our employees with the latest industry knowledge and information, we empowered them to stay up-to-date with safety standards and regulations.

Strengthening Bonds in CIC's Family

We provide the Team-building Activity Fund for each department annually, enabling our staff members to enhance team dynamics and cultivate a strong sense of belonging and pride within the CIC. As social activities have returned to normalcy, our departmental teams spared no effort in resuming their team-building activities, from sports and cooking classes to workshops, team games, outings and volunteer services. The staff members in each department embraced these invaluable opportunities to bond, collaborate and foster positive relationships, contributing to a supportive and harmonious work environment at the CIC.

In 2023, we also successfully organised the Industry Development (ID) Team Building Workshops. The workshops brought departments in the ID team closer, allowing them to form stronger bonds and enhance their communication, collaboration and creativity.

As a gesture of appreciation for our staff members' hard work and contributions, we organised a special staff event at Hong Kong Disneyland before Christmas. This event was a fantastic opportunity for the entire CIC, including staff and their family members, to come together and celebrate. By including family members in the event, we emphasised the importance of work-life balance and recognised the support and understanding of our staff's families.



ID Team Building Workshops



Special staff event at Hong Kong Disneyland

Moreover, our staff members were offered engaging activities during office hours to promote a vibrant and inclusive work environment and work-life balance. We value our staff members' physical and mental health and are committed to positively impacting their continuous improvement.

Staff Training on Standard of Conduct



As part of our commitment to upholding standard of conduct and ensuring compliance with relevant legislation, all new-joined staff members are required to attend training on the Personal Data (Privacy) Ordinance, Introduction to the Anti-Discrimination Laws of Hong Kong, and Introduction to the Anti-Bribery Ordinance of Hong Kong on a compulsory basis. Staff are also required to attend an annual refresher course on the protection of personal data to enhance their awareness and relevant knowledge.

Way Forward

We are dedicated to continuously investing our efforts to ensure the safety and well-being of our staff, industry practitioners and the community. To strengthen this commitment, we will be pursuing the following initiatives:

Driving Industry Impact

- Keep promoting construction safety culture in the industry through various safety promotion activities, including webinars, campaigns, master classes, etc.
- Strengthen commitment to sports and volunteering to promote community involvement and caring.
- Continue as a platform for industry stakeholders to share experience in construction digitalisation and sustainable construction.

Our Operation

- Establish a training programme for our staff to drive continual improvement in occupational safety and health (OS&H).
- Prioritise well-being in the workplace by providing various caring activities for our staff.



Talent

Empowering Workforce, Enabling Limitless Possibilities:

Fuelling productivity and industry growth.

The sustainable development of the local construction industry relies heavily on a highly skilled and professional workforce. With an impeccable track record over four decades, we have consistently excelled in attracting, retaining and nurturing talent through our comprehensive training and qualifications system. The invaluable contributions of the construction workforce have been instrumental in driving the prosperous development of the local economy.

Being committed to further empowering practitioners, we remain steadfast in our mission to foster professionalism, knowledge, skills, innovation, safety and sustainability. We are dedicated to cultivating an energetic and skilled workforce that meets the industry's evolving needs. By prioritising innovation and demonstrating an unrelenting drive for professional development, we actively shape a promising future for the construction sector. Together, we build a brighter tomorrow, where excellence and progress go hand in hand.

Major Achievements in Driving Industry Impact

Nurturing the Future of Construction: Hong Kong Institute of Construction

The Hong Kong Institute of Construction (HKIC), is dedicated to cultivating a skilled and accomplished construction workforce in Hong Kong. We aim to nurture an accomplished construction workforce with sound professional skills, theoretical knowledge, safety awareness, innovative ideas, passion and pride for the Hong Kong construction industry.

At the HKIC, we offer comprehensive training programmes that integrate practical site experience and whole-person education to ensure the holistic development of industry professionals. Since 2018, our motto "To dedicate • To excel" has guided our commitment to producing highly skilled talents for the construction industry. We also took a step further by establishing the School of Professional Development in Construction (SPDC) in 2020. The school is designed to provide advanced professional and continuous education opportunities for industry practitioners, enabling them to stay updated with the latest industry trends and advancements.

In 2023, the HKIC successfully organised a diverse range of 258 training courses to cater to the needs of the construction industry. These courses included the following:



4 Advanced Diploma Programmes



8 Diplomas in Construction Programme



6 Certificates in Construction Programme



69 Part-time Courses offered by HKIC



76 Part-time Courses offered by SPDC



36 Short Courses



52 Skill Enhancement Courses



7 Commissioned Courses

Besides providing training for young professionals, we emphasise on students' holistic development and future planning. The HKIC actively organises various activities to enhance their learning experience and encourage personal growth. These activities include experience-sharing sessions, workshops, skills competitions and information days, all aimed at broadening students' perspectives and allowing them to explore new skills and engage in diverse exchanges and competitions.

In November and December 2023, the HKIC organised two inspiring sharing sessions. The first session focused on "Craftsmanship", where industry experts shared their journeys of becoming skilled craftsmen. The second session explored the theme of "Innovation and Craftsmanship", with the experts discussing how innovation and craftsmanship intersect. These sessions gave the participants valuable insights into the spirit and skills of craftsmanship and guidance on how to equip themselves and pursue their goals.



Sharing Session on "Innovation and Craftsmanship"

In recent years, the HKIC has made significant efforts to collaborate with secondary schools in promoting STEM (Science, Technology, Engineering and Mathematics) education. To align with future education policies and directions, the HKIC transformed the "STEM Alliance" into the "STEAM Alliance" in 2023. The STEAM Alliance strives to enhance the exposure and awareness of engineering and technology among secondary school students.



STEAM Alliance Launching Ceremony

The HKIC, through the STEAM Alliance, organised various activities for students, teachers and parents. These activities encompassed events such as "Teacher Development Day" and parent activities around the construction industry. Participants were involved in visits to the Construction Exhibition Hub, sharing sessions by industry professionals, campus open days, taster programmes, STEAM Alliance competitions and more. These initiatives provided multiple perspectives on the construction industry, helping students, teachers and parents better understand the industry's significance.

Recognising Skilled Workers: Trade Testing

The Hong Kong Construction Industry Trade Testing Centre (HKCITTC) provides independent and credible trade testing services for the construction industry. The HKCITTC offers trade tests in five categories, covering over 150 trade divisions for construction workers. These categories include:

- Civil and building construction trade tests
- Construction-related electrical and mechanical trade tests
- Trade test for Grade A electrical work
- Certification tests for machineries and cranes operation
- Other skills assessments

In 2023, the HKCITTC conducted **26,122** trade tests



Launched Truss-out Scaffolder (TOS) Safety Training in 2023

The HKCITTC is also dedicated to enhancing the understanding of trade test scopes and skills and elevating the professional status of skilled workers. In 2023, several improvements were implemented to the trade test assessments. Here are the vital improvements that have been implemented:

- **Incorporation of New Elements:** Focus on assessing candidates' understanding and application of good safety practices, professional ethics and housekeeping standards specific to their chosen trades
- **Trade Test Preparation Briefing for 20 Hot Trades:** Helps candidates better understand the expectations of the trade tests for successfully passing the test
- **Introduction of Voluntary Pre-Test Preparation Courses:** Designed to better prepare candidates for the trade tests by providing them with targeted training and guidance
- **Provision of "Enhancement Suggestions":** Serve as a post-evaluation document, pinpointing areas where trade test candidates can further improve their skills and knowledge

Recognising Contractors: Registered Specialist Trade Contractors Scheme

To develop the construction industry by creating a pool of professional and dedicated trade contractors with specialised skills through a recognised registration system, the Registered Specialist Trade Contractors Scheme (RSTCS) was established in 2019.

In 2023, we expanded RSTCS by upgrading three additional trades, including "Levelling & Setting Out", "Building Maintenance", and "Interior Fitting-out". This expansion brings the total number of designated trades to 14, fostering specialisation and promoting a pool of skilled trade contractors. As of the end of 2023, the numbers of registered companies under the RSTCS are:

7,290

Registered Companies

1,956

Registered Specialist
Trade Contractors

5,334

Registered Subcontractors

To further promote professionalism and encourage cross-discipline collaboration among specialist trades, we introduced the "Good Practice Manuals" webpage on the RSTCS website, featuring two valuable manuals: the "Good Practice Manual on Concreting Formwork Specialist Trade" and the "Good Practice Manual on Reinforcement Bar Fixing Specialist Trade".

Supporting Frontline Industry Practitioners: Promote Growth and Well-being



In 2023, we implemented several key initiatives to prioritise the ongoing professional training and well-being of frontline practitioners in the construction industry. These initiatives aimed to foster continuous growth and enhance the professionalism and integrity of registered construction workers.

- **Two Specialist Trade Technical Webinars** showcased innovative technology adoption and shared construction project experience of specialist trades, attracting over 1,445 participants to attend online.
- **Building a Clean and Fair Construction Industry through Collaboration Anti-corruption Summit and Commitment to Action Agenda**, jointly organised with the Independent Commission Against Corruption (ICAC) and the Development Bureau, attracting over 2,079 participants attending both online and in-person.
- **Three Seminars on the Introduction of Integrity Risk in the Construction Industry**, with over 3,520 participants attending both online and in-person, aimed to assist construction practitioners in establishing and enhancing their immunity against corruption and helping them avoid falling into corruption traps.
- **Two Health Talks on "Stretching and Pain Relief" and "Positive Psychology - The Happiness Equation"**, attracting over 175 participants attending both online and in-person.
- **A Health Assessment** for ethnic minorities registered workers and their families.

Key Initiatives in Operations

Empowering our staff is essential for building a sustainable work environment. We embrace our core belief of “Work Together · Learn Together” and are dedicated to implementing all-rounded talent development programmes that prioritise training, mentorship and continuous learning initiatives. By investing in the growth and advancement of our staff members, we aim to cultivate their skills, knowledge and overall well-being. This commitment drives staff performance and ensures the long-term success and resilience of the CIC. Through collaboration and a shared commitment to growth, we create a dynamic and sustainable workplace where our staff thrive.

Moreover, in light of the challenging situation in the employment market, we have implemented several initiatives to acquire, retain and develop talents in 2023. We have collaborated closely with individual Line Heads to understand their manpower needs, engaged Executive Search Firms to identify talents, streamlined the recruitment process, benchmarked market remuneration packages and rewarded high-performing staff with promotion opportunities. We have also revamped our onboarding induction and orientation programmes to better prepare new joiners for integrating into our corporate culture and work environment. In 2023, the following initiatives were arranged:

Individual Development Programmes

Tailored “Individual Development Programmes” for high-performing staff with the potential to assume critical roles in the future. We arranged them to meet regularly with internal and external mentors and attended high-level management and leadership courses, both locally and overseas.

CIC Graduate Trainees Programme

Recruited fresh graduates as Graduate Trainees and provided them with comprehensive training to prepare for advancement within the CIC. In addition to on-the-job training, Graduate Trainees participated in monthly retreats and industry-specific sessions to enhance their knowledge and soft skills.

Training Workshops

Throughout the year, we conducted various workshops to keep our staff abreast of the latest developments in technology, safety, personal data protection, cyber security, and related ordinances. These workshops attracted more than 2,300 participants.

Soft Skills Workshops

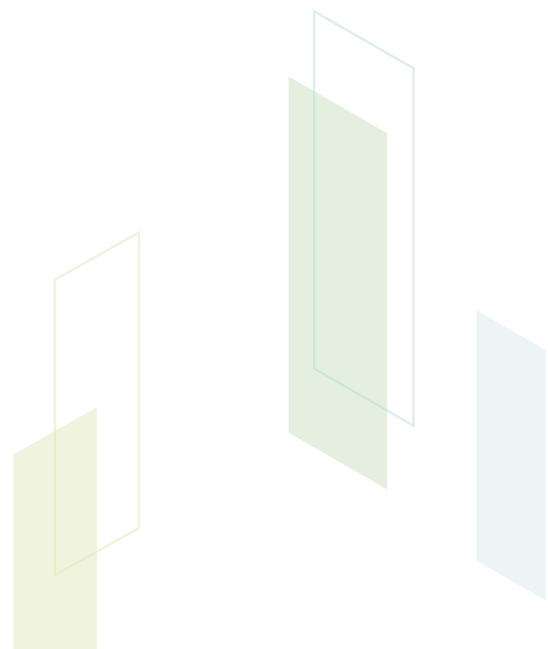
We organised workshops on communication, presentation and team building to enhance the soft skills of staff across different levels. These workshops attracted around 500 participations.

CIC Talents Development Excellence Talk

We hosted four talks, inviting distinguished guests, including Mr. Dick LEE, Executive Director of Hong Kong Institute for Public Administration, Ms. Cally CHAN, General Manager of Microsoft Hong Kong and Macau, Dr. Charleston SIN, Executive Director of MIT Hong Kong Innovation Node, as well as Dr. CHAN Ka-kui, the former Chairman of the CIC, to share valuable insights on leadership, management, innovation and technology with our staff. These talks gained approximately 800 participants.

Online Learning Platform

We offer free access to online learning platform to our staff, allowing them to flexibility to learn anytime anywhere. 94% of staff have activated the platform, with an average of over 21 learning hours per staff in 2023.



Way Forward

We are deeply committed to enhancing knowledge and professionalism within the organisation and the broader construction industry. We recognise that continuous learning, innovation and a culture of excellence are essential for driving positive change and ensuring a thriving future.

Driving Industry Impact

- Promote the Good Practice Manuals, foster industry exchanges and learning, and create additional growth and development opportunities for industry practitioners
- Review the requirements of the registration systems, continuously improve and expand the scope of requirements, strengthen the capabilities and skills of core personnel in the registered companies, and step up the regulatory mechanisms related to safety.
- Encourage industry practitioners to participate in continuous competence development activities through continuing professional development requirements
- Launch and promote Repair, Maintenance, Alteration and Addition (RMAA) skill assessment programme to the industry

Our Operation

- Exchange ideas for enhancing training standards
- Initiate ESG training for our staff to strengthen their ESG knowledge and skills