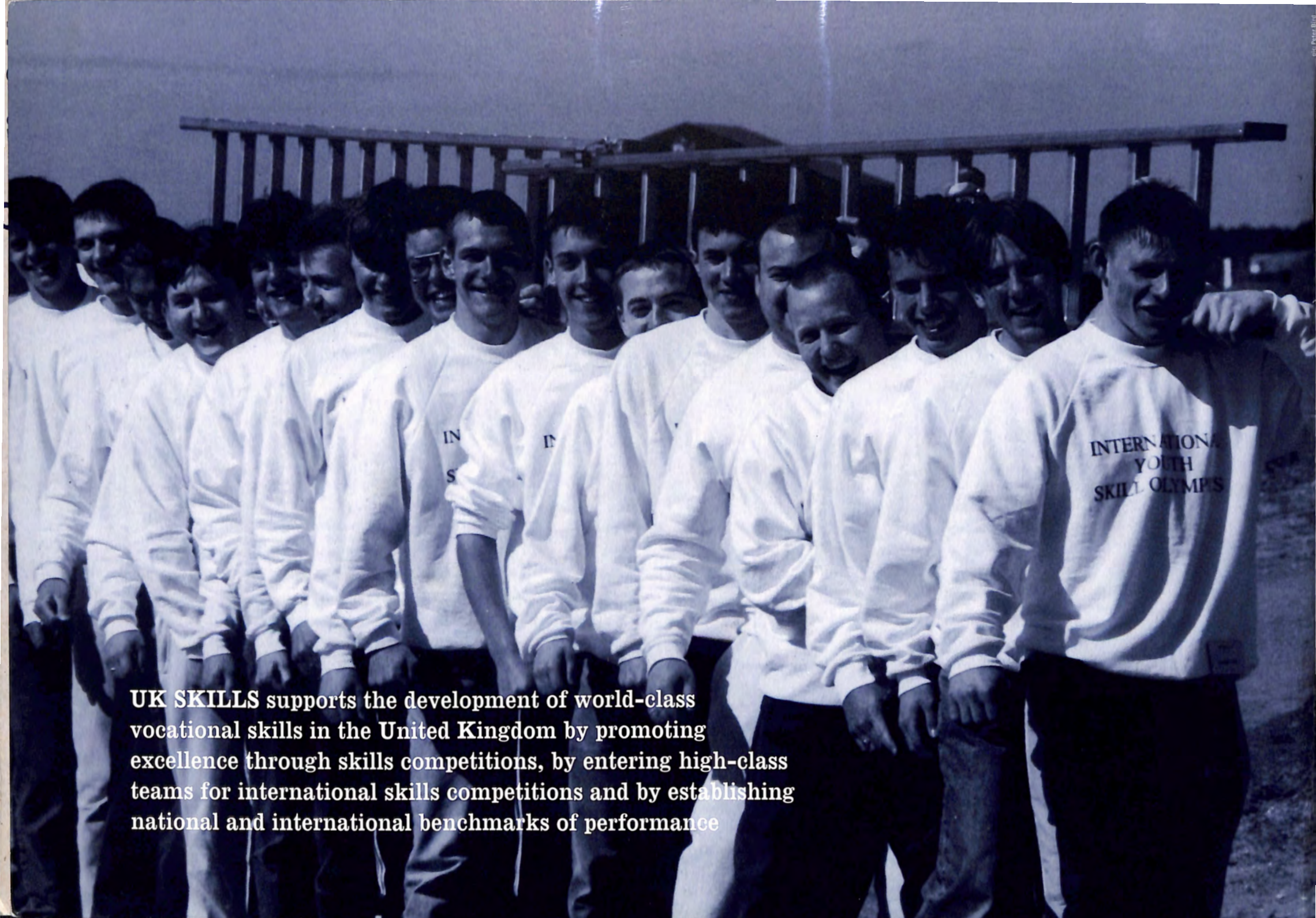


agricultural mechanics
autobody repair
automobile technology
bricklaying
cabinet making
car painting
carpentry
central heating installer
cnc turning
cnc milling
commercial wiring
construction steel work
cookery
drafting cad
electronic applications
fitting
floristry
industrial electronics
industrial wiring
information technology





UK SKILLS supports the development of world-class vocational skills in the United Kingdom by promoting excellence through skills competitions, by entering high-class teams for international skills competitions and by establishing national and international benchmarks of performance

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Chairman's statement

This has been a year of great significance for the future of UK SKILLS. The decision to move offices from the City & Guilds building to accommodation provided by The Prince's Trust marks the end of the first stage of our development. It gives me the opportunity to look back over the past seven years, to review what has been accomplished and to look at our plans for the next few years.

When UK SKILLS was founded in August 1990 we agreed on a broad mission statement and set ourselves a number of objectives covering both national and international activities. Although our immediate priority had to be the selection of a team for the 1991 Skill Olympics in Amsterdam, we recognised from the outset that the UK team's performance at international level, however important, was only part of a larger whole. A firm and secure basis of national competitions, attracting entries from across the whole country, to provide as wide a pool as was possible from which to select our international competitors was necessary if those competitors were to represent the best in the UK. Moreover, the growth of local, regional and national competitions could itself powerfully promote higher standards of vocational training across the country. We therefore set about building a national framework of skills competitions, identifying standards of good practice in competitions and introducing a seal of approval to signify that the standards had been met. At the same time, we took action to improve both the selection and training of the technical experts who accompany competitors abroad and play such a vital role in the international competition.

The results of all this activity are described in greater detail elsewhere in this report. The national framework we have created is still growing fast. New industry sectors are encouraging skills competitions, more and more further education colleges are committed to supporting and introducing competitions and we are now starting to look at ways and means of introducing vocational competitions in schools. Results from Skill Olympics competitions have improved and the UK is gradually rising up the rankings list. A detailed report on the St Gallen Skill Olympics appears later in this report. I must here express my thanks to everyone connected with this event and especially to Dr Kim Howells, Minister for Lifelong Learning, for the enthusiasm and encouragement which he has given us, not only in St Gallen but subsequently on many public occasions.

Our thoughts are now turning towards the millennium. A joint venture with The Prince's Trust aims to promote UK Skills Championships in the year 2000. A wide range of activities, spread across the whole of the United Kingdom, will awaken public interest in the importance of vocational skills and the standards that can be achieved through competitions.

There have been several changes in Board membership during the year. Cyril Hilsum, Bill Brignall and Derek Lindop resigned and we welcomed two new directors: Bob Avis, Director of Human Resources at British Steel, and Tom Shebbeare, Chief Executive, The Prince's Trust. In accordance with our Articles, David Bartley, Barney Gibbens and Jim Hammer retire by rotation at the end of the 1998 Annual General

Meeting and are offering themselves for re-election for a further term. My warm thanks to them and to all my other colleagues on the Board for their contribution during the past 12 months.

Finance remains a major problem. We are grateful to the Department for Education and Employment for its continued support, which has now been promised for a further three years. We received a welcome grant from the Bridge House Estates, which enabled us to begin a project to develop skills competitions for disadvantaged young people in Greater London. It is encouraging that so many of our members and associates have continued to support our work and I thank them all. There is, however, a great deal still to do to establish skills competitions as a major route to excellence. Our future plans will require additional resources if they are to be successful. A top priority for the coming year must therefore be to continue to seek the necessary funding.

It was an especial pleasure to all associated with us to note last year the award of the OBE to Patricia Snell our chief executive. Once again I must congratulate Patricia Snell and her small team of full-time staff and part-time helpers for all their efforts during the past year.

I began with a reference to our office move and it is fitting that I end with an expression of our thanks for the steady backing we have received during the past seven years from City & Guilds. C&G's Director-General, Nick Carey, remains a member of our Board and we look forward to his continuing advice and encouragement in the years ahead.



John Cassels

Sir John Cassels

Chief Executive's review of the year



A planned joint venture with The Prince's Trust for a nationwide celebration of skills in 2000 has been the most significant activity in a year that has also seen considerable advances towards our objective of encouraging the development of skills competitions as a contribution to skills training in British industry.

UK SKILLS and The Prince's Trust have jointly proposed a major millennium event to promote the value of vocational skills for the individual, the community and the national economy and to encourage young people to develop skills leading to employment. The proposal, which was welcomed by the Department for Education and Employment, is supported by the New Millennium Experience Company which has secured major sponsorship from Manpower. There is much detail still to be agreed but our aim is to stage national skills championships at a single venue from which to select the UK team for the 2001 Skill Olympics in Korea. A high-profile awards ceremony would follow, preferably in the Millennium Dome. These national events should be supported by local and regional competitions and associated in some way with the skill demonstrations currently planned to take place throughout the year in the Work and Learn Zone in the Dome. This is a very exciting concept which will be carried forward over the next two years.

Development of the national framework of skills competitions has continued to make steady progress. An increasing number of industry sectors are working with UK SKILLS

and many more competitions (including a number operating in-company) are now aiming to achieve the national standard. A small subcommittee has been established to help with the monitoring that is so necessary to ensure the maintenance of standards. A fuller report on these developments will be found on page 5.

The publication of our report on the project looking at ways of securing partial accreditation towards an S/NVQ, under the title *Achieving S/NVQ through skills competitions* – a practical guide, has been welcomed as a most valuable aid for National Training Organisations (NTOs) and other organisations running or developing competitions. It will be especially useful for colleges wishing to develop competitions within training programmes and we expect the number of such competitions will increase as a result of activity by the Further Education Skills Competitions Council (FESCC) which UK SKILLS has continued to support.

We have maintained links with the TEC National Council and were very pleased to join them and the National Training Organisation National Council on the steering group for the 1997 Mirror Modern Apprentice of the Year competition, sponsored by Mirror Group Newspapers. We shall continue to be represented on the 1998 committee. UK SKILLS also welcomed the new framework of NTOs established to replace industry training organisations (ITOs) and, in particular, the specific mention of support for skills competitions in their terms of reference.

Our formal association with the National Advisory Council for Education and Training Targets (NACETT) continues and our support for the attainment of the national targets was included in the NACETT publication *Skills for 2000: National Targets for Education and Training: Action to raise skill levels*.

We are grateful to the Bridge House Estates Trust for a grant to support a three-year project to develop skills contests for disadvantaged young people in Greater London. The issue of equal opportunities is being addressed by a project being undertaken in conjunction with Lewisham College to increase the numbers of women and ethnic minorities competing nationally. Further projects to increase the spread and value of skills competitions are outlined in more detail on page 8.

The early part of the year was mainly concerned with preparations for the Skill Olympics, held in St Gallen during the summer. The UK SKILLS team was slightly smaller than usual, with no competitors from the main engineering trades and, for the first time, no hairdressing competitors because the industry was not able to organise a national selection process. Once again, more than half the team reached the international standard but we need to do much better even so, because the UK team's performance in Lyon in 1995 was higher. Competition organisers, I know, have put in a tremendous effort to try to ensure that their nominees are capable of achieving the diploma level but this challenge will need to be carefully addressed even more next time.

A fuller account of the international event appears later in this report but I must here express my thanks to all who helped the team both before and during the event and especially the team leaders and technical experts who, as ever, gave such stalwart support.

In particular, and on behalf of everyone involved with the team in St Gallen, a very special word of thanks to Dr Kim Howells, Minister for Lifelong Learning, for finding the time to visit the competition and for hosting a reception at the House of Commons in December for the competitors, their employers, their tutors from the colleges and the technical experts. This was a most memorable occasion, the more so because of the enthusiasm with which Dr Howells spoke about the value of competitions within training. As a follow-up to the results, it was decided to devote increased effort to improving the selection and training of the technical experts so that they might better support their competitors, and we are most grateful to the (then) NCVQ for a donation to fund this programme.

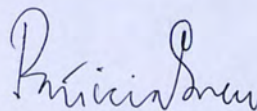
UK SKILLS has continued to take a proactive role in the affairs of the International Vocational Training Organisation (IVTO) and took the lead in persuading the organisation to give greater emphasis to marketing on a global scale with a view to raising the profile of the international event. A number of other issues relevant to all members, including the way in which the ranking of results is published, the methods for selecting test projects and the way in which annual membership fees are

calculated have also been raised.

Still on the international front, a new company, SkillsEUROPE, has been set up jointly with our Dutch colleagues to promote the development of Europe-wide skills contests. The company, which is registered in the UK has Sir John Cassels as Chairman with Drs Cees Beuk, President of IVTO, and David Battersby as founder directors. Although not yet in a position to take an active part in the pilot competition being organised by the Dutch in Groningen under the title EUROSILLS '98, the new company is giving what support it can and the UK will be submitting entries.

As our chairman points out, finance continues to cause concern. Although we managed to restrict the deficit to about the same level as last year, the lack of an assured and adequate income continues to prevent realistic long-term planning and necessarily affects what we are able to do during the year.

This review would be incomplete without an expression of my most sincere thanks for the energy and dedication of our small but enthusiastic staff. Their efforts, supported by those of many hundreds of others in industry and the vocational education and training system, have been crucial for our successes and will remain so for the future.



Patricia Snell

The national framework of skills competitions

pic. Charles Barker



Julie Lark, bronze medallist in Painting and Decorating at SkillBUILD '97, held at the premier construction exhibition, Interbuild, in November 1997.

pic. Ford Motor Company



Winners of the Ford Motor Company's Apprentice Multi-skill Competition go on to compete in the national SkillMECHATRONICS finals.



The year has been one of consolidation and expansion for the national framework with many exciting developments and achievements.

The seal of approval, first launched by UK SKILLS in April 1996, is increasingly recognised as the kitemark of good practice in skills competitions and its identity becoming better known. A number of competitions first awarded seals of approval in 1996 for two years successfully underwent a process of reapplication in early 1998 to retain accreditation. They include SkillAUTO, SkillBUILD, SkillELECTRIC, SkillHOSPITALITY, SkillIT (IT User Competition), SkillBUTCHER, SkillFORM, The Top Technician in Industrial Electronics and the JIB National Plumbing Competition.

The increasing number of competitions working towards the code of practice has led to the establishment of an Awards Subcommittee of the Competitions Policy Committee. This subcommittee, chaired by Dr Paul Gallagher OBE, Principal of Bradford and Ilkley Community College, considers applications for the seal and reviews standards. The other members are Anne Russell, Chief Executive of the Information Technology National Training Organisation, and David Battersby OBE, Managing Director of Hospitality and Leisure Manpower.

The skills competitions calendar has been full and varied, with a continuing trend to stage national finals in venues more accessible to the trade and the public, with more and more held alongside trade exhibitions.

The national SkillBUILD competition culminated at the premier construction exhibition, Interbuild, in November 1997. It now covers 15 construction skills with a significant increase in the number of entrants for local and regional heats supported by trade bodies and has achieved a much higher profile within the industry. SkillBUILD Northern Ireland, having run for many years, now operates as part of the SkillBUILD competitions network. The Construction Industry Training Board (Northern Ireland), Training & Employment Agency, colleges, trade unions and professional bodies all contribute to its organisation. Meanwhile, the JIB for Plumbing Competition set up a new regional structure and introduced a dedicated information pack for colleges.

SkillAUTO, the organisation responsible for the National Automotive Technician Competitions, was delighted to appoint Lord Strathcarron as competition patron. It has put much effort into developing an integrated sponsorship scheme to support future events and now boasts Ford, Rolls-Royce, Rover, and Toyota among its associates. Toyota GB became the first UK motor industry company to receive the seal of approval in April 1997 for its annual technician competition. Peugeot's own Master Technician of the Year has now followed suit.

The National Patternmaking Competition has been rebranded 'SkillFORM'. SkillFRIDGE (refrigeration engineering) is planning to hold its next national final at the Building Services Exhibition at Earl's Court.

SkillIT, the overarching body for competitions in the IT sector, has consolidated support from the IT National Training Organisation (ITNT), the Institution of Incorporated Engineers (IIE), Dixons, Compaq, Microsoft and others. The competitions network now includes the national IT User Competition, the British Computer Society Programming Competition, IT's Our School on the NET, the British Informatics Olympiad and an IT Support Technician competition under development.

In the engineering manufacture sector, there was a pressing need for the industry to address the gap in the competitions framework. SkillMECHATRONICS took shape in 1996 but now has an extended regional network and new supporters in Farnell and Nestlé. The final took place at the MAINTeC exhibition at the NEC, Birmingham, in March 1998. During the past year, thanks to the determined efforts of leading organisations in the sector, the structure for a new UK CNC Milling Competition has been put in place, supported by the Engineering and Marine Training Authority (EMTA), The Machine Tool Technologies Association (MTTA) and METCOM. The organisers are to be congratulated on all their hard work. The first national final was planned for May 1998 at MACH '98 held at the NEC, Birmingham.

In the retail sector, SkillRETAIL saw a relaunch and has events planned for seven centres including Birmingham, Nottingham and the London Borough of Wandsworth, with promising prospects of participation by top high street retailers.

pic: The Mirror and Mirror/obs



The first Mirror Modern Apprentice of the Year, Lucy Pugh, 19-year-old engineer from Lucas Heavy Braking Systems in Cwmbran.

A much wider variety of organisations has been liaising with UK SKILLS with a view to gaining national recognition for their competitions. These are usually in-house events, most of which have already been running for a few years. An interesting example is Craftex '98, formerly The Trades House of Glasgow Craft Competition, run in association with the Glasgow College of Building and Printing and Cardonald College. It now receives more than 500 entries within 16 skill categories, ranging from art and graphics to metalwork and engineering. It has become a major showcase of skills in craft and manufacturing in the west of Scotland staged at the historic Trades Hall of Glasgow.

The Engineering Construction Industry Training Board (ECITB) has introduced its apprentice competitions in all its regional sites leading to a national final. It uses the tests to generate evidence towards the achievement of S/NVQs including the whole range of key skills.

We were very pleased to see a very prestigious Welsh contest join the framework – the Engineering Employers Federation (EEF) Apprentice Competition for Wales, which is supported by the EEF, EMTA and Lloyds Bank.

The Hospitality Training Foundation Modern Apprentice Competition made its début in February 1998, taking in three trades (chef, restaurant service and pub). It included a teambuilding weekend and a final at the leading industry fair, Hotelympia. Another newcomer to the framework has been the Nestlé Toque d'Or for food service students.

Some pioneering work has been taking place in the floristry industry. The Floristry Training Council, through its member bodies, has been working on the introduction of a SkillFLORIST competition in 1999. It is hoped to nominate a competitor from this event to compete in the 1999 Skill Olympics. This would be the first time for the UK to enter for the newly-recognised trade of Floristry at international level.

Undoubtedly one of the most imaginative competitions that UK SKILLS has accredited during the year has been the HM Prison Service Brickwork Competition. The Prison Education Service has been running competitions for over six years with the assistance of the Guild of Bricklayers. It has now introduced a separate competition for teams from young offender establishments. It has the full backing of prison service chiefs and the Director-General of HM Prison Service, Richard Tilt, intended to visit the final of the inter-prison bricklaying event.

Initial talks have taken place with companies and organisations both in the field of computer-aided design (CAD) and in consumer electronics to look at the viability of setting up new contests. Those involved include EMTA, ITNTO, ECITB, Edexcel, Autodesk and a number of colleges for CAD and Sony, Panasonic, Federation of the Electronics Industry and the British Radio and Electronic Equipment Manufacturers Association for consumer electronics.

The contribution of skills competitions to raising, benchmarking and promoting standards of vocational skill is increasingly being recognised by new organisations and industry sectors and has been reflected in the

prospectus document for NTOs which specifically refers to supporting the development of skills competitions. A number of NTOs have subsequently approached UK SKILLS to discuss this possibility. Among these have been administration, clothing and textiles, footwear, healthcare, heating & ventilating, land-based industries, passenger transport, polymers, printing and road haulage. We look forward to taking ideas forward in the coming year.

Another area ripe for innovative use of competitions is that of key skills. These are embraced in the national targets for education and training and include application of number, communication, use of information technology, working with others and problem solving.

Following initial discussions with City & Guilds and with The Princes' Trust, it is intended to invite the Qualifications and Curriculum Authority (QCA) and DfEE to join a working group to consider devising a team competition in key skills in the year 2000.

Finally, The Mirror Modern Apprentice of the Year did much to raise awareness both of modern apprenticeships and of the added value of a competitive element for trainees. The contest was organised by Mirror Group Newspapers in conjunction with the 79 TECs, the NTO National Council and UK SKILLS. The first to win this title was a 19-year-old engineer, Lucy Pugh, who works at Lucas Heavy Braking Systems in Cwmbran and was sponsored by Gwent TEC. Education and Employment Minister Baroness Blackstone presented the award at London's Goldsmiths' Hall on 12 November 1997.

Another area ripe for innovative use of competitions is that of key skills, which include the use of information technology, working with others and problem solving.



Projects and partnerships

Two new special projects were started during the year, each concerned with extending opportunities, while collaboration with the further education sector and with European partners continued to progress.

Bridge House Estates Trust Fund

UK SKILLS has been awarded a grant of £60,000, spread over three years, by The Bridge House Estates Trust Fund towards the costs of developing skills competitions for disadvantaged young people in London. UK SKILLS is working with London FE colleges, London TECs and the Corporation of London on this project. Consideration is being given to the possibility of developing a competition in the field of performing arts.

Minority involvement in skills competitions

UK SKILLS was extremely concerned that the team for the St Gallen Skill Olympics included neither women nor competitors from ethnic minorities. Following a meeting with Sir John Cassels, Lewisham College generously offered its support and has seconded a member of staff, Sharon Walker, to research and look at ways in which minority groups could be encouraged to participate in national and international skills competitions.

The Further Education Skills Competitions Council (FESCC)

The past year has been notable for the considerable growth both in membership of the council and in activities. Having originated as an ad hoc college liaison group, the council saw the need to establish itself with a

constitutional framework in order to fulfil its objectives. Following the retirement of the founding chairman, Nye Rowlands of Manchester College of Arts and Technology, David Roberts, Principal of Leeds College of Building, became acting chairman.

At its annual general meeting scheduled for May 1998, the council is expected to adopt a formal constitution and elect officers.

The council produced a new brochure as part of its membership drive launched in the autumn 1997, resulting in some 50 colleges signing up by the end of March.

A start has been made on the preparation of a database with a view to linking up with that of UK SKILLS. A sub-group on quality and standards has been set up to provide encouragement and guidance to colleges.

Several colleges already run internal competitions in a variety of vocational areas and, as a result of FESCC publicity, it is expected that these will increase in number. Members have been particularly looking at skill areas in which there are no recognised national competitions at present. College initiatives therefore offer enormous potential for spreading the competitions culture more widely within the further education sector. It is anticipated that the council will be able to play a crucial role in gaining college participation in events during the proposed national festival of skills in 2000.



SkillsEUROPE was set up by UK SKILLS in partnership with sbn Dutch Skills to promote and encourage the advancement of vocational education and training of persons throughout Europe.





←
Lewisham College has offered its support to research and look at ways in which minority groups could be encouraged to participate in skills competitions.

SkillsEUROPE – securing and recognising excellence in vocational skills

Plans to develop pan-European skills competitions took a further step forward in July with a meeting of the new company SkillsEUROPE. This was set up by UK SKILLS in partnership with sbn Dutch Skills to promote and encourage the advancement of vocational education and training of persons throughout Europe and to raise the standards of technical knowledge and skill of such persons.

SkillsEUROPE's aims are to

- support, develop and co-ordinate the organisation of European skills competitions for young people and (if appropriate) older workers covering a range of vocational skills
- maintain and develop interest throughout Europe in vocational training schemes and in European and other international competitions
- undertake other activities as necessary to support the achievement of its objectives.

The registered office of the new company is Burgoine House, Burgoine Quay, 8 Lower Teddington Road, Hampton Wick, Kingston-upon-Thames KT1 4ER. Sir John Cassels is the chairman and David Battersby, Managing Director of Hospitality & Leisure Manpower, the company secretary. Drs Cees Beuk, from sbn Dutch Skills, is the only other director at present.

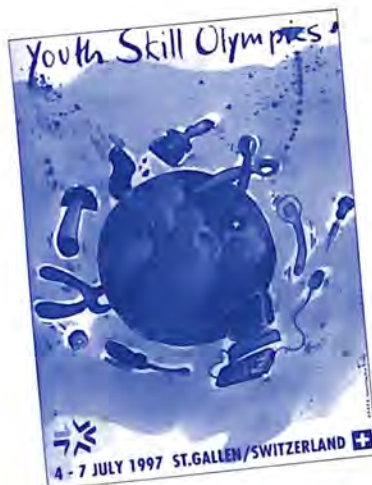
Membership of the organisation will be open to national vocational training organisations in member countries of the European Union and other western and eastern European countries, international and national trade associations representing particular industry sectors, many of which already organise their own trade competitions on a European basis, and individual companies.

European skills competitions based on recognised European standards can provide a major impetus to promoting the value of skills training and the raising of skill standards. Those taking part will benefit from the experience of competing against people from other countries, possibly with different training systems, and the comparison of results using standard test projects can only assist the acceptance of different qualifications, thus facilitating greater mobility of labour across the continent.

SkillsEUROPE and UK SKILLS are supporting the Dutch initiative to organise a first pan-European competition, EUROSILLS '98, in Groningen next October. UK SKILLS has provided a single point of contact for the seven UK entrants who will be competing in six trades. The competition has attracted considerable interest in and entries from a number of eastern European countries as well as from western countries and it will provide valuable experience for SkillsEUROPE in the future.



34th International Youth Skill Olympics, St Gallen



34th Youth Skill Olympics
St.Gallen/Switzerland
July 4-7, 1997

The 34th International Youth Skills Competition (Skill Olympics) took place in St Gallen in north-east Switzerland in July 1997. The biennial Skill Olympics for young people under the age of 23 are held in one of the member countries of the International Vocational Training Organisation (IVTO) to which UK SKILLS is the official United Kingdom affiliate. The first Skill Olympics were held in 1950 in Spain and the UK took part for the first time in 1953.

The 1997 event attracted more entries than any previous competition: a total of 549 competitors from 31 countries. Hong Kong, Tunisia and South Tyrol, Italy participated for the first time.

The competition was staged at the OLMA exhibition halls in St Gallen from 4 to 7 July. It was organised by the Canton of St Gallen with support from the city and with sponsorship by companies and organisations throughout Switzerland. The administrative arrangements were first-rate and the overall cost of the event was some £10 million (see Workshop conditions and arrangements below).

UK team

UK SKILLS entered 24 competitors in 23 trades. The UK team was the seventh largest to take part. The competitors were supported by 22 technical experts (one having had to pull out at the last minute for personal reasons) and two team leaders. Sir John Cassels attended as the Official Delegate as well as the Technical Delegate, Jim Hammer. There were two UK

official observers, Mike Nixon, Chief Executive of North London Training and Enterprise Council, and Patricia Snell, UK SKILLS' Chief Executive.

Awards

The UK team was awarded one gold medal, two silver, one bronze and eleven diplomas of excellence. Diplomas are awarded to those competitors whose overall mark reaches the international standard of 500 points out of a maximum of 600. In terms of ranking by award scores (gold=4, silver=3, bronze=2, diploma=1) the UK, with a score of 23 came ninth out of 30 countries. Switzerland was first (68), followed by Korea (67), Taiwan (66), France (43), Germany (42), Austria (33), Australia (29) and Japan (27). The UK results are shown on page 18.

Pre-competition activities

Competitor selection

The basis for the selection of competitors has been significantly improved. UK SKILLS now accepts as potential competitors only those emerging from accredited competitions. Some of the competitions, such as those for construction and electrical skills, are long established with national finals following regional heats and possibly some local pre-selection. Entrants for the automotive trades were selected for the first time from a national competition which included four international skills. Information Technology made massive strides with no fewer than 10 regional events leading to the final.

The most notable lesson, however, to emerge from this year's event was that all four medal winners came from competitions with regional heats as well as a national final. This therefore further justifies UK SKILLS' policy of promoting such truly national competitions.

A UK SKILLS representative, usually one of the team leaders, again participated in the final selection procedure for every trade. His role was to assess competitors' broader suitability as a team member and, if possible, their ability to stand up to competitive pressure, as well as to assess employer and family support. Two competitions trained their two leading finalists before selecting the one to compete internationally.

As last time, the competition organisers were asked to certify that their nominee was capable of achieving the international standard. Those whose competitors failed to reach the 500 level have been asked for comments on their performance.

A word of warning, however: although the UK average score reached the international standard, with more than half the competitors awarded medals or diplomas, in two competitions the scores were low enough significantly to depress the UK's average. In one case, however, Mechatronics, there were serious equipment problems.

Much effort is being put into ensuring UK participation in the engineering manufacture and hairdressing trades for Montreal in 1999.

UK competitors and experts at 34th International Youth Skill Olympics 1997

Skill		Competitor	Place	Age	Employer	Technical expert	TEC/College	National competition
Mechatronics		Andrew Marriott	Warrington	22	Following course	Paul Turnbull Oaklands College	North & Mid Cheshire TEC Warrington Collegiate Institute	Mechatron '96
		David Roberts	Warrington	21	Following course	Paul Turnbull Oaklands College	North & Mid Cheshire TEC Warrington Collegiate Institute	Mechatron '96
Information Technology		Mark Scott	Spennymoor	20	University of Durham	Mary Barker Northern Colleges Network, Gateshead	County Durham TEC University of Northumbria at Newcastle	SkillIT – Young IT Technician of the Year
Pattern Making		Mark Limbert	Derby	22	Rolls-Royce plc, Derby	Mark Goodwin Patterns Plus, Stoke on Trent	Southern Derbyshire TEC Chesterfield College of Technology and Arts	National Pattern Making
Wall and Floor Tiling		Richard Cox	Garforth, Leeds	20	B Darnton & Co Ltd Garforth, Leeds	Brian Musson Leeds College of Building	Leeds TEC Leeds College of Building	SkillBUILD
Autobody Repair		James Happs	Aldershot	20	Cowie Aldershot	Karl Vella, Karl Vella Auto Body Repairs Ltd Skelmersdale	Hampshire TEC Centrex, Livingstone	SkillAUTO – National Automotive Technician
Plumbing		Daniel Burpitt	Whittlesey, Peterborough	19	John Burpitt Plumbing and Heating	Laurie Croft JIB for Plumbing Mechanical Engineering Services, St Neots	Greater Peterborough TEC Peterborough Regional College	JIB National Plumbing
Industrial Electronics		David Holden	Chorley	20	British Aerospace Defence Ltd Warton Aerodrome, Preston	Gareth Humphreys British Aerospace Defence, Bolton	LAWTEC University of Central Lancashire	Top Technician in Industrial Electronics
Electronic Applications		Ian Hanna	Wigan	21	British Aerospace Defence Ltd Warton Aerodrome, Preston	Mick Cartmell British Aerospace Defence Ltd Warton Aerodrome, Preston	METROTEC (WIGAN) University of Central Lancashire	Top Technician in Industrial Electronics
Commercial Wiring		Cyril McAlister	Newtonbutler, Co Fermanagh	22	John G McElwaine, Lisnaskea, Co Fermanagh	Ronnie Geary Electrical Training Trust, Ballymena	Enniskillen Government Training Centre	SkillELECTRIC
Bricklaying		Lee Blower	Shrewsbury	22	Self-employed	Barrie Roe Peterborough Regional College	Shropshire TEC, Shrewsbury College of Arts and Technology	SkillBUILD
Stonemasonry		Robin Goodman	Trowbridge	21	Capital Masonry Company Ltd Corsham, Wilts	Richard Golland Faulkland, Somerset	Wiltshire TEC City of Bath College	SkillBUILD

Skill		Competitor	Place	Age	Employer	Technical expert	TEC/College	National competition
Painting & Decorating		Ian Cockburn	Edinburgh	21	T Sheerin & Son Edinburgh	Mike Thomas, Hastings College of Arts & Technology	Lothian and Edinburgh Enterprise Ltd Edinburgh's Telford College	SkillBUILD
Plastering		Kevin Grainger	Normanton	21	Wakefield Metropolitan District Council, Normanton	Simon Watkins Leeds College of Building	Wakefield TEC Leeds College of Building	SkillBUILD
Cabinet Making		Jonathan Harris	Cawdor, Nairnshire	21	Self-employed	Peter Legg, Buckingham College of Higher Education	Inverness & Nairn Enterprise Buckinghamshire College of HE	SkillBUILD
Joinery		James Shoulder	London	21	Wisby Group Ltd, Croydon	Martin Burdfield Hackney Community College	SOLOTEC Croydon College	SkillBUILD
Carpentry		David Brown	Dromore, Co. Down	21	Self-employed	David Howson, Bradford & Ilkley Community College	East Down Institute of FHE	SkillBUILD
Jewellery		Chris Giddings	London	21	Garrard & Co Ltd, London	Robin Kyte London Guildhall University	Focus Central London London Guildhall University	UK Fine Jewellery
Automobile Technology		Simon Haycock	Banbury	22	Grays Garage, Warwick	Alan Jones Centrex, Telford	Coventry and Warwickshire TEC Mid-Warwick College	SkillAUTO – National Automotive Technician
Cookery		Paul Ribbands	Bromley	19	The Lanesborough Hotel London	Peter Richards Westminster College	SOLOTEC Croydon College	Hospitality Skills
Restaurant Service		Giles Selves	Lindfield, W Sussex	20	Sheraton Park Tower Hotel London	Rob Smith Birmingham College of Food Tourism and Creative Studies	Focus Central London	Hospitality Skills
Car Painting		Tim Jackson	Barnstaple	21	Taw Garages Ltd, Barnstaple	Bill Jones Tamworth College	Devon and Cornwall TEC Exeter College	SkillAUTO – National Automotive Technician
Agricultural Mechanics		Philip Skinner	Laughton, Leicester	21	K F Kirby (Harboro) Ltd Market Harborough	John Pedley Evesham College	Leicestershire TEC Brooksby College	SkillAUTO – National Automotive Technician
Refrigeration Techniques		David Archer	Bournemouth	19	Sarum Refrigeration Ltd Salisbury	Ian Lochray North Glasgow College	Dorset TEC Eastleigh College	SkillFRIDGE

Team Leaders: *Archie Sharkie MBE*, formerly Industrial Liaison Officer, North Glasgow College, *Martin Jones*, Lecturer, Derby Tertiary College, Wilmorton

Official Delegate: *Sir John Cassels CB*, Chairman, UK SKILLS

Technical Delegate: *Jim Hammer CB*, UK SKILLS Board Member

Official Observers: *Mike Nixon*, Chief Executive, North London TEC, *Patricia Snell OBE*, Chief Executive, UK SKILLS

UK • SKILLS



UK SKILLS team gathers at the Sheraton Park Tower Hotel before the competition, seen here with Sir John Cassels and Patricia Snell and joint team leaders, Archie Sharkie and Martin Jones. Uniforms were provided by Clarks, Marks & Spencer and Alexandra Workwear.



UK official observer, Mike Nixon, Chief Executive of North London Training and Enterprise Council.

Competitors' qualifications

Every competitor held a relevant and recognised qualification. Nine of the team of 24 held an S/NVQ, seven at level 3 or above.

Technical experts' preparation

All technical experts, in conjunction with national competition organisers, managed the training and preparation of their competitor from selection for the UK team until the international competition. As reported previously, they all attended an experts' development conference in July 1996.

Competitors' preparation and training

Following guidelines devised by the Training Development Group, established the previous year, each expert produced a comprehensive preparation programme for competitors and for their employers, colleges and families. This document provided all necessary information and advice relating to the competitors' preparation. The standard of these programmes was generally satisfactory but it is intended to seek ways of ensuring a more uniform and higher quality for the future.

Experts also produced a training timetable in co-operation with the competitor, his employer and relevant college authorities. The content and duration of these timetables varied and the time off the job ranged from a matter of days to several months. It was in recognition of this enormous and much-appreciated contribution to the training programmes that employers and college representatives were later presented with certificates by Dr Kim Howells (see p25). In general, the standard of the programmes

and the commitment of experts was high and use was made of outside agencies, other employers and local colleges for additional training. Every effort was made to ensure that competitors gained experience with relevant tools and materials.

Team briefing

Yet again we are indebted to the Construction Industry Training Board (CITB) in providing us with the facilities of their Bircham Newton Training Centre, giving us the opportunity to bring together the competitors and technical experts for an intensive training programme in early April. The programme retained many successful elements from previous events but the Training and Development Group was largely responsible for introducing some most successful new elements.

Travel arrangements

Thanks to generous sponsorship from Air UK, over half the complete team were able to fly to Zurich from Stansted at very competitive rates while the remainder travelled from Heathrow on a group booking made with British Airways. The experts' party departed on 27 June, the competitors on 30 June, both groups returning on 11 July.

Uniforms

Uniforms were provided for all competitors and first-time experts. Thanks are due to Clarks International, for supplying shoes, and to Marks & Spencer and Alexandra Workwear, each of which provided sponsorship towards the purchase of blazers, shirts and trousers.

Tool boxes

For the second time, Parcelforce agreed to transport all toolboxes from their Birmingham depot to and from St Gallen without charge to competition organisers. This was invaluable support and particular thanks go to the staff of Parcelforce's Birmingham depot, including the two driving teams involved.

Funding

Skills competition organisers are responsible for meeting the full costs of sending their competitors and experts to the Skill Olympics. These costs include travel, accommodation, subsistence and insurance. Thanks to concessionary transportation arrangements, these overall costs were kept down.

The costs for the UK team came to approximately £85,000, UK SKILLS' costs (including staff time and contributions in kind) amounted to a further £85,000. Total expenditure directly attributable to the St Gallen Skill Olympics was therefore in the region of £170,000. This sum, however, does not include costs incurred by industry in the organisation of competition rounds from which team members were selected, nor carrying out the preliminary training programmes and the competitors'/experts' wages during their absence. This has been calculated at approximately £5 million, which demonstrates considerable commitment by industry and belief in the added value which national and international events such as these can bring to the training scene.



Lee Blower won the gold medal for Bricklaying and also the 'Best of Nation' award for the UK. A total of four medals and eleven diplomas of excellence were awarded.

The competition

Accommodation

UK experts were accommodated centrally at the Hotel Continental. Our competitors were accommodated at the Hotel Krone, in Gais, a village a short distance outside St Gallen.

Jury panels

The jury panel for each trade comprises the experts, the chief expert and one of the technical delegates who acts as jury president. On this occasion, the IVTO adopted a much-improved procedure for the appointment of chief experts, whereby all members were asked to make nominations. The international Technical Committee made the final decision at its meeting in St Gallen five months before the event. In addition, all experts received more comprehensive briefing on the rules, marking procedures and the review of technical descriptions.

Test project selection

Independent experts devised the test projects on the basis of past projects or those already in the project bank. One of the aims of this new procedure was to try to ensure that projects were more innovative, included problem-solving and thinking skills and fully reflected current technology and market requirements.

Workshop conditions and equipment

The Swiss organisers clearly had gone to immense pains to obtain the most generous sponsorship, enabling them to provide the most up-to-date machines and equipment in every trade. The cost of this had amounted to some 30m Swiss Francs (some £12m). Not surprisingly the vast majority of experts expressed extreme satisfaction with the

excellence of the equipment provided.

Marking and judging

The new competition rules adopted in 1996 provide that individual elements or sections of each competition should be marked by small teams – normally of three experts. This is to assure more objective marking and a more effective use of experts' time.

UK competitors

The majority of experts commended the dedication and tenacity of their competitors, whether they did well or badly, and in particular their ability to recover from mistakes. Lee Blower won the gold medal for Bricklaying and also the 'Best of Nation' award for the UK. A total of four medals and eleven diplomas of excellence were awarded.

Team members were serious, balanced and skilled competitors. In a number of cases, competitors sacrificed finishing the test project in order to maintain a very high quality of work which sadly led to poor marks; some, however, did not even reach the diploma standard.

The majority of competitors considered that overall they had been well prepared for what was to come. The team leaders particularly commended the outstanding team spirit and resolve not to let anyone down.

UK technical experts

Of the UK technical experts, there were four chief experts, nine who had been to at least one previous competition, eight first-timers and one temporary appointee. It should not be forgotten that experts are volunteers whose commitment over and above their normal jobs is much appreciated and we extend our thanks to them for their dedication.

A turnover of experts is inevitable and indeed important to bring in new blood with new ideas. The experienced members of the team praised the strength and determination of the new experts.

UK team leaders

The joint team leaders, Archie Sharkie and Martin Jones, once again managed a lively but responsible team, with a combination of firmness, sympathy and skill.

Overall arrangements

The overall arrangements were excellent in every respect with extremely sympathetic and comfortable hotels, dedicated transport from those outside St Gallen and free passes on the highly efficient public transport system. Many of the trade associations or individual Swiss experts offered hospitality and the Bürgerratspräsident of St Gallen generously hosted the UK reception for officials, experts, international officials, visitors and UK experts.

Sponsorship from City & Guilds and the Training and Employment Agency (Northern Ireland) enabled UK SKILLS to take a stand in the international village at the venue. This provided a base, office and meeting point for UK visitors.

Use of work process management

The principle of work process management – what a worker should do by way of planning, preparation and review in order to accomplish a given task – is now generally accepted by the experts and central to the preparation of competitors. While the majority of competitors clearly planned and used time management well throughout the competition, others fell



Mark Limbert, Pattern Making competitor at St Gallen, was awarded a diploma of excellence.

down on the technique for various reasons. The current format is therefore to be reviewed in time for the preparation of competitors for Montreal.

Dealing with stress

Most competitors thought that they had been well prepared to cope with the mental pressure of competing at an international event with thousands of spectators. Inevitably, however, a number were put off their stride either by equipment faults or by trying to recover from a mistake.

UK visitors

Over 140 visitors from the UK attended the competition including representatives of employers, colleges, TECs, industry training organisations, trade unions, the further education sector and other bodies and media representatives.

Particularly pleasing was a visit from Education and Employment Minister Dr Kim Howells who spent several hours at the venue talking to competitors, experts and officials, as well as attending and speaking at the UK SKILLS reception.

The Fred Hill Award and The Woodbine Parish Award

The Fred Hill Award, which recognises the greatest contribution in terms of morale, went to Andrew Marriot and David Roberts, the two Mechatronics competitors who were seriously affected by an equipment failure, which was not initially acknowledged. By the time they had proved their point, they were totally

disheartened but recovered to complete the competition.

This year saw the introduction of a new award for outstanding achievement for a member of the UK team, the Woodbine Parish Award. This recognises Sir David Woodbine Parish's close involvement with the Skill Olympics during the early years when the UK team entry was organised by City & Guilds and his continuing interest in UK SKILLS' work. The first recipient of this award was Lee Blower, gold medallist in Bricklaying, who also took the 'Best of Nation' title.

Lessons for the future

In the process of competitor selection, UK SKILLS will pursue its existing policy of encouraging national, regional and local rounds to ensure that competitors are drawn from as large a pool of talent as possible. Improvements are needed to the assessment of the motivation and tenacity of potential team members. It is imperative that final rounds should mirror the international event so far as possible in terms of time pressure and working in front of the public with many outside distractions.

UK SKILLS will continue to monitor carefully the preparation and training programmes carried out by technical experts, particularly where these are undertaken at a distance by college or employer. Competitors need to gain experience of working at speed, if possible under simulated competition conditions, over as long a time as possible with outside distractions. More emphasis is to be placed

on the completion of tasks at all costs, even at the expense of aspects of the project which are known to attract lower marks, and to concentrate on high marked elements which may well include function and completion. Emphasis on the importance of work process management will remain but the technique will be presented more straightforwardly.

Technical Delegate's viewpoint

Much effort went into improving the selection and preparation of UK experts and this was reflected in the quality of the new experts, the cohesive feel to the experts' 'team' and the impression that they were generally better prepared than their international colleagues. This will be built on for the future.

Significant improvements were also made in the national competitions from which competitors were selected and in their subsequent preparations. Again, lessons learnt will be translated into future developments.

All in all, it was an extremely well-organised and exceptionally well-equipped event.

Internationally, therefore, it was a positive experience, even if the performance of the UK team – in spite of all their efforts and those of their experts and support team – was disappointing in not maintaining the dramatic improvement in medal numbers nor an improvement in the average score achieved at Lyon in 1995. As world-wide standards improve, we shall need to work just that much harder!

Jim Hammer CB Technical Delegate



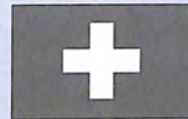
Jim Hammer CB, Technical Delegate

Position of UK competitors in each skill

Skill			Result				Gold medal	
No.	Title	Competitor	Mark	Position	No. of entries	Award	Mark	Country
4	Mechatronics (2)	A Marriott, D Roberts	449	=13	14	—	540	Korea, 538 Singapore
9	Information Technology	M Scott	517	2	13	Silver	536	Taiwan
11	Pattern Making	M Limbert	536	8	11	Diploma	560	Korea
12	Wall & Floor Tiling	R Cox	532	=5	11	Diploma	554	Switzerland
13	Autobody Repair	J Happs	506	8	13	Diploma	535	Korea, Taiwan, France
15	Plumbing	D Burpitt	483	=12	17	—	540	Korea
16	Industrial Electronics	D Holden	516	=4	15	Diploma	533	Germany
17	Electronic Applications	I Hanna	501	=7	11	Diploma	530	Taiwan
18	Commercial Wiring	C McAlister	513	9	22	Diploma	549	Norway
20	Bricklaying	L Blower	542	=1	15	Gold	544	Switzerland, 543 France
21	Stonemasonry	R Goodman	512	4	9	Diploma	519	Germany
22	Painting and Decorating	I Cockburn	504	=12	17	Diploma	525	Liechtenstein, 523 France, 523 Ireland
23	Plastering	K Grainger	492	6	8	—	536	France
24	Cabinet Making	J Harris	510	=8	18	Diploma	549	Austria, 547 Taiwan
25	Joinery	J Shoulder	514	=3	14	Bronze	527	Taiwan, 525 France
26	Carpentry	D Brown	457	=9	14	—	527	France
27	Jewellery	C Giddings	439	12	12	—	529	Korea
33	Automobile Technology	S Haycock	528	=2	25	Silver	533	Taiwan
34	Cookery	P Ribbands	510	=6	20	Diploma	525	Germany
35	Restaurant Service	G Selves	522	=9	18	Diploma	533	Austria
36	Car Painting	T Jackson	486	=9	10	—	537	Australia
37	Agricultural Mechanics	P Skinner	472	=6	7	—	518	Switzerland
38	Refrigeration Techniques	D Archer	479	=11	12	—	535	Australia

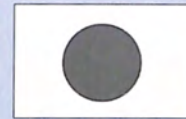
Medals awarded

Switzerland



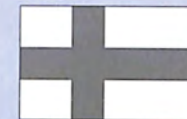
Gold //
Silver //
Bronze //
Total 19

Japan



Gold //
Silver //
Bronze //
Total 6

Finland



Gold //
Silver //
Bronze //
Total 3

Canada



Gold //
Silver //
Bronze //
Total 2

Korea



Gold //
Silver //
Bronze //
Total 17

Australia



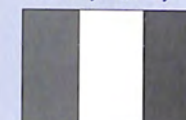
Gold //
Silver //
Bronze //
Total 5

Hong Kong



Gold //
Silver //
Bronze //
Total 3

South Tyrol, Italy



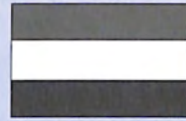
Gold //
Silver //
Bronze //
Total 1

Taiwan



Gold //
Silver //
Bronze //
Total 17

Netherlands



Gold //
Silver //
Bronze //
Total 5

Norway



Gold //
Silver //
Bronze //
Total 2

New Zealand



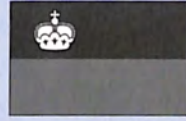
Gold //
Silver //
Bronze //
Total 1

France



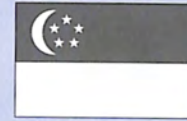
Gold //
Silver //
Bronze //
Total 10

Liechtenstein



Gold //
Silver //
Bronze //
Total 4

Singapore



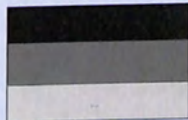
Gold //
Silver //
Bronze //
Total 2

Brazil



Gold //
Silver //
Bronze //
Total 1

Germany



Gold //
Silver //
Bronze //
Total 10

Ireland



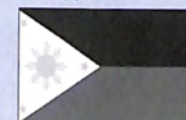
Gold //
Silver //
Bronze //
Total 4

Thailand



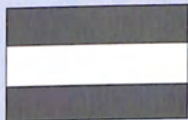
Gold //
Silver //
Bronze //
Total 2

Philippines



Gold //
Silver //
Bronze //
Total 1

Austria



Gold //
Silver //
Bronze //
Total 9

United Kingdom



Gold //
Silver //
Bronze //
Total 4

Sweden



Gold //
Silver //
Bronze //
Total 2

USA



Gold //
Silver //
Bronze //
Total 1



World Skills, UK SKILLS 'fly on the wall' documentary of four competitors who recorded their impressions and observations during their time in St Gallen: [clockwise from left] Daniel Burpitt (Plumbing) David Holden (Industrial Electronics) Mark Scott (Information Technology) Giles Selves (Restaurant Service). ↓



The thrice-yearly newsletter was given a complete revamp.

Publications, public relations and publicity

A comprehensive marketing and communications programme, aiming to increase public awareness of skills competitions at all levels, included the production of a new video in addition to printed material, some of which was made possible through additional funding for special projects. Press and public relations activities resulted in very wide media coverage for the UK Skill Olympic team and closer links with international bodies

Publications

UK SKILLS produced two significant new publications, very different in flavour, but each designed to encourage good practice in the competitions field. The first, *Performing under pressure*, published with the support of the Department for Education and Employment (DfEE), tells the story of the development of the multi-skills competition now run on an annual basis by the Ford Motor Company.

The second, *Achieving S/NVQ through skills competitions – a practical guide*, stemmed from the reports on two research projects carried out the previous year. The guide, highlighting the benefits of incorporating competitions within established training programmes, illustrates three models for the valid assessment of competence through performance in skills competitions.

Other new titles included:

- Skills competitions – benefits for TECs/LECs
- Skills competitions – benefits for National/ Industry Training Organisations
- Targeting excellence (revised).
- UK competitors and experts at the 34th

International Youth Skill Olympics (team list)

- Skill Olympics 1997 – results
- Thanks to supporters and sponsors – Skills competitions 1996–97

The thrice-yearly newsletter was given a complete revamp as a six-page two-colour publication.

Video

Thanks to DfEE support, UK SKILLS commissioned South Street Productions, an independent production company, to make a video focusing on the UK entry for the Swiss event. The producer, Richard Patching (who had made videos on the Amsterdam and Taipei competitions in 1991 and 1993) proposed a fresh treatment in the form of a 'fly on the wall' documentary. He provided four competitors (all volunteers) with small camcorders with which they recorded their impressions and observations during their time in St Gallen. The production team also filmed competitors at work during the competition and recorded interviews with Minister for Lifelong Learning Dr Kim Howells and with UK officials and visitors. The video, *World Skills*, with a running time of 12 minutes, has been extremely well received among its wide audience, giving a fresh insight into the pressures of competing in the international arena. It also contains valuable messages for industry, colleges, TECs/LECs, NTOs and training providers.

Website

With the help of Oxford CommUnity Internet, UK SKILLS set up its first website in August, giving contact details for sectoral competitions

and news of associated activities. We now have plans to redevelop the site later in 1998 in order to address new initiatives and the collaborative project with The Prince's Trust.

Overseas visitors

In April 1997 UK SKILLS received two visitors from Sweden, Göran Ljungström and Torsten Lundgren, the Official and Technical Delegates to the International Vocational Training Organisation (IVTO). Arrangements were also made for them to visit the National Council for Vocational Qualifications and DfEE.

In October, a delegation from the South African Transnet Training Board (responsible for the transport services sector) visited our Giltspur Street offices. Mr John Tyers, Chief Executive Officer and members of its Executive Committee joined in talks on technical training, National Vocational Qualifications and skills competitions. Sir John Cassels and Patricia Snell, contributed to the programme, as well as representatives from City & Guilds International and the Motor Industry Training Standards Council.

Later the same month, the Executive Board of the IVTO met in London, attending a series of meetings at the offices of The Institute of Road Transport Engineers. During their visit, Sir John Cassels hosted a dinner for the delegates: Drs Cees Beuk (IVTO President – Netherlands); Tjerk Dusseldorp (Australia); Mrs Nitasna Theeravit (Thailand); Alain Gaudré (France); Don Hatton (USA); Daniel Sommer and Erika Moser (IVTO Secretariat- Switzerland).

Publicity and public relations relating to the 1997 Skill Olympics

Team publicity

The publicity strategy for the UK team entry, initiated in 1996, continued throughout 1997.

Highlights included:

April 1997 – Team briefing at CITB Bircham Newton
The team briefing at the Construction Industry Training Board's Training Centre at Bircham Newton, Norfolk, for the first time attracted prominent national newspaper coverage. The Mirror sent a photographer to the venue and was followed up by an interview with Richard Garner, The Mirror's Education Correspondent. A double-page feature on the team appeared on 17 April.

May

UK SKILLS published a team list, including pictures and mini-biographies of individual competitors. Wide circulation of this attracted many further enquiries from the press.

June – team send-off at the Sheraton Park Tower Hotel
The final spotlight on the team before the competition was the evening reception on Sunday 29 June, generously hosted by the Sheraton Park Tower Hotel, where the Restaurant Service competitor, Giles Selves, worked as Banqueting Captain. Guests included competitors' employers, competition organisers, college representatives, Board and committee members, team sponsors and other key figures in education and training. The reception served as a most fitting forum to thank employers and other supporters of the team.

Regrettably a government minister could not attend the reception but the Department for Education and Employment issued a press notice announcing the support of Dr Kim Howells, Minister for Lifelong Learning, and his impending visit to St Gallen.

4–7 July: St Gallen

Two trade journals, *Caterer and Hotelkeeper* and *Electrical Contractor*, sent representatives to St Gallen. Channel One TV (London cable) sent a crew, as did South Street Productions, the video production company commissioned by UK SKILLS (see above). UK SKILLS commissioned freelance photographer Jacky Chapman (who had covered three previous international competitions) to take photographs at St Gallen, particularly UK competitors in action.

10–14 July: results

Following the announcement of the results on 10 July, UK SKILLS circulated press releases to all relevant media. The DfEE also issued a press release, distributed nationally, in which Dr Kim Howells congratulated the team and UK SKILLS.

The Times published a very large colour photograph of gold medallist Lee Blower on 12 July.

The Financial Times ran a story on Lee Blower with large colour picture on 19 July, as did the Daily Mail on 24 July. The Times included a feature on IT silver medallist Mark Scott in its *Interface* (information technology) section on 30 July.

Employers and sponsors

It was apparent that for this event employers and sponsors put a great deal more effort into publicising their own competitors than in previous years. This was particularly noticeable with those employers having PR agencies.

Press targets

All news releases were targeted at the following media:

- education, industrial and other specialist correspondents of national newspapers
- regional daily papers
- national and regional TV and radio
- regional weekly papers
- Press Association (and other news agencies)
- education and training/personnel press
- trade and technical publications
- UK SKILLS' network of contacts, including skills competition organisers, freelance writers, education and training bodies, trade and employer associations, trade unions, government, TEC publications and PR agencies representing sponsors and employers.

Specialist journals

Particularly worthy of note is coverage by

- *Caterer & Hotelkeeper*, which ran two three-page features on the Cookery and Restaurant Service competitors (in June and August)
- *Electrical Contractor*, which published full-page features; *Electronics Times*, *Electronics Weekly* and *Computer Weekly* also gave full reports

The UK team at their briefing at the CITB's Bircham Newton Training Centre in Norfolk.





Lee Blower demonstrated his expertise by building the Central TV logo in brick.

- Employment News, which devoted the whole of the back page of the July/August issue to the Skill Olympics
- Newscheck (published by COIC – Careers and Occupational Information Centre), which featured UK team members on the front cover of its July issue.
- Training Tomorrow published an in-depth article by Norman Brand, UK SKILLS' press consultant
- Training and Enterprise Journal, published an article by Mike Nixon, Chief Executive of North London TEC and UK Official Observer at St Gallen.

Overall press coverage

Press cuttings collected since the National Training Awards ceremony in February 1997 up to end January 1998 give the following breakdown (December 1994 – February 1996 figures in *italics*):

national newspapers

9 items in 5 publications (4 in 2)

regional newspapers

118 items in 75 publications (142 in 89)

education/training/personnel journals

34 items in 22 publications (46 in 21)

trade/technical/house journals

114 items in 73 publications (111 in 54)

Total 1997 (Feb 97 – Jan 98)

275 items in 175 publications

1995: 307 in 168

1993: 244 in 144

1991: 125 in 95

The analysis of the press cuttings shows continuing improvement in coverage on a pro rata monthly basis since UK SKILLS' first involvement in 1991, when not a single national newspaper reported on the Amsterdam event. It is worth noting that for the 1997 event the period between the team announcement at the National Training Awards ceremony and the international competition was five months, compared with 10 months in 1995. The trade and regional coverage was therefore more compressed.

TV and radio

In April, Carlton Television approached UK SKILLS about a proposal for Your Shout – a community affairs slot in which people with a passion on a particular subject can present their case. Carlton subsequently filmed Giles Selves (Restaurant Service competitor) in the work setting of the Sheraton Park Tower Hotel where he expressed his great enthusiasm for his job and for representing the UK in the Skill Olympics. The programme went out twice in May.

Yorkshire Television commissioned Richard Patching, producer of UK SKILLS' video, to make a half-hour 'special' featuring the participants from the Yorkshire area. Transmitted at a peak viewing time in October, the programme attracted an unprecedented large number of enquiries. Richard Patching also provided footage for Sky News in July for a report on the St Gallen competition and results.

Central Television broadcast a news item on bricklayer Lee Blower for its regional news in May. This included Lee training at Shrewsbury College, where he demonstrated his expertise by building the Central TV logo in brick. Central repeated some of this footage in July for a news report on Lee's success at St Gallen.

Channel One (London cable TV) filmed at the team send-off reception at The Sheraton Park Tower Hotel and throughout the competition. This was for a 'St Gallen special' for the food series Eat up! and focused on Paul Ribbands and Giles Selves, the Cookery and Restaurant Service competitors.

In August, Central Television again interviewed Lee about the Skill Olympics for its Jobfinder community service slot for transmission in early September.

At the end of October IT silver medallist Mark Scott appeared on BBC Television's Business Breakfast, following an interview with Dr Kim Howells on skill needs in information technology.

In November Lee received the accolade 'Simply the best' on Channel Four's The Big Breakfast. From this very broad coverage it is clear that regional and national television companies see the UK's participation in the Skill Olympics both as a source of good news on young people's achievements and as a means of illustrating Britain's skill needs.

In addition, many local BBC and commercial radio stations broadcast news items or interviews with team members over many months.



Drs Cees Beuk with Dr Kim Howells

Public relations

Events

In April, at the team briefing at Bircham Newton, UK SKILLS held a dinner not only for competitors, team leaders and experts but also for competition organisers, Board and committee members, corporate members and CITB staff. Principal guest was the then Employment Minister, James Paice, who was thanked for his staunch support for skills competitions (this was in fact his last ministerial engagement).

In June, The Sheraton Park Tower Hotel hosted the eve-of-departure team send-off, as reported above.

In July in St Gallen, the city council generously hosted a reception for UK SKILLS at the civic Rathaus. To this we welcomed Minister for Lifelong Learning Dr Kim Howells, Drs Cees Beuk, President of IVTO, and other guests, including IVTO delegates, UK technical experts, as well as a number of Swiss officials and visitors from the UK.

On 3 December, Dr Kim Howells hosted a reception at the House of Commons in honour of the UK Skill Olympic team and its backers. Guests included competitors, technical experts, team leaders, employers, college principals, competition organisers, team sponsors and other supporters. In recognition of the crucial role played by employers and colleges, Dr Howells presented senior representatives with certificates.

Acknowledgements

In addition to all the PR activity undertaken by the numerous competition organisers, employers, colleges, TECs, sponsors and other interested parties, UK SKILLS wishes to acknowledge the contribution made by the Department for Education and Employment (DfEE) and the Construction Industry Training Board (CITB). DfEE provided staunch support from the build-up to the competition to well after the results. In fact, the 'life-cycle' of the 1997 UK team could be regarded as being from the team announcement at the National Training Awards ceremony in February 1997 to the House of Commons reception in December – both hosted by the Department. CITB, as ever, gave invaluable assistance at the photocall at Bircham Newton.



Employers and colleges which backed the UK team received certificates and special logos for corporate use.

Future plans

THE PRINCE'S TRUST



During the next two years, in association with The Prince's Trust, we shall be committed to planning for the success of our joint venture, for a national festival of skills in 2000, which will provide a nationwide focus on vocational skills and increase public awareness of the value of skills competitions for the achievement of excellence.

Working with industry bodies and further education colleges, we aim to develop and broaden the national framework of skills competitions which meet the standards of good practice required for national accreditation. A priority area will be manufacturing engineering and we shall discuss with the NTOs concerned how best to establish an overarching body to co-ordinate existing competitions and oversee the development of new activities for the engineering manufacture sector.

Two major areas for future development will be schools – a small working group is to be set up to look into possibilities for introducing competitions – and the need to introduce some element of testing key skills, such as problem solving and team working. Possible ways forward are being discussed with several vocational education organisations and DfEE.

The selection and entry of a high-quality team for the 1999 Skill Olympics in Montreal will be a major activity during the coming year and we shall continue to play an active part in the IVTO and SkillsEUROPE.



→
[from left to right]
Ian Hanna (Electronic Applications)
Paul Ribbands (Cookery)
Richard Cox (Wall and Floor Tiling)





Membership and finance

Membership

UK SKILLS has two classes of membership (Ordinary and Benefactor) and two of associateship (Subscriber and National Skills Competition Organisers). Members and associates are entitled to attend and take part discussions at general meetings of the Company, but only members are entitled to vote. The levels of subscription, currently agreed by the Board, are:

Benefactor members

£5000 per year for a minimum of two years

Subscriber Associates

£1000 per year for a minimum of two years.

At the end of the year the following had joined UK SKILLS as either members or associates:

Members

British Aerospace plc
Rolls Royce plc
Clothworkers' Foundation
Calderdale & Kirklees TEC

Associates

GEC plc
The Post Office
Whitbread plc
British Steel plc
JT Ltd
Focus Central London TEC
London East TEC
Sheffield TEC
Hampshire TEC
Essex TEC
Manchester TEC

North Glasgow College
Cumbria TEC
Manchester College of Arts and Technology
Engineering Construction Industry Training Board
SkillBUILD (Northern Ireland)
Leeds College of Building
Bradford & Ilkley Community College
Tyneside TEC
Darlington College of Technology
Peterborough Regional College
North Lincolnshire College
Plymouth College of Further Education
Barnsley College
Henley College Coventry
Coventry Technical College

Thanks to this very welcome backing, UK SKILLS is able to pursue additional elements of its work in furthering the national framework of skills competitions.

Grants and donations

UK SKILLS wishes to express its gratitude to the following:

- the DfEE for providing our major grant as well as additional grants to enable us to undertake specific projects
- The Bridge House Estates Trust for agreeing to provide £60,000 over three years to fund a project looking at the needs of disadvantaged young people in Greater London (as reported on page 8)
- the Esmée Fairbairn Charitable Trust for their donation of £2000 for the purpose of furthering our activities.

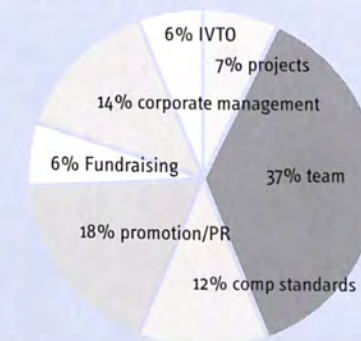
Finance

The five main areas of activity covered by the accounts for 1997–98 were:

1. Special projects
2. Setting and verifying competition standards
3. Promotion and public relations
4. UK representation on the International Vocational Training Organisation (IVTO)
5. Selection and entry of the UK team for the Skill Olympics.

Expenditure on corporate management covers costs which cannot be directly attributed to the five main areas of activity, including expenditure on Board meetings, staff training, auditors', solicitors' and accountants' fees, together with an element of staff salaries and office costs. Expenditure on fundraising is shown separately.

Expenditure by project

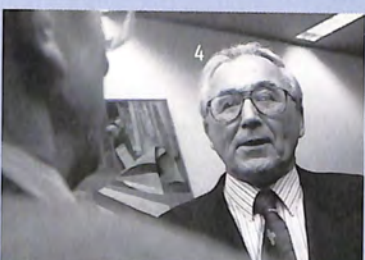


UK SKILLS Board

As at 31 March 1998

- 1
Sir John Cassels CB (Chairman)
Formerly Director, National
Commission on Education
- 2
Bob Avis
Director, Human Resources,
British Steel plc
- 3
Brendan Barber
Deputy General Secretary,
Trades Union Congress
- 4
David Bartley
Chairman, C J Bartley & Co Ltd
- 5
Dr Nicholas Carey
Director-General, City & Guilds
- 6
Barney Gibbens OBE FCA
(Company Secretary)
Formerly Chairman,
Sema Group plc
Founder of the Worshipful
Company of Information
Technologists
- 7
John Graham
Human Resources and Quality
Director, Matra British Aerospace
Dynamics

- 8
Jim Hammer CB
(UK Technical Delegate)
Formerly Deputy Director-
General, Health and Safety
Executive
- 9
Prue Leith OBE
Chairman, Leith's Ltd
Deputy Chairman, Royal Society
of Arts
- 10
Matthew Nicholas
Divisional Manager, Employer
Training Policy, Department for
Education and Employment
- 11
Peter Rainbird
Chairman and Chief Executive,
The Rainbird Group plc
Chairman, Essex TEC
Deputy Chairman, Construction
Industry Training Board
- 12
Tom Shebbeare CVO
Chief Executive,
The Prince's Trust
- 13
Ian Walters
Chief Executive,
Training & Employment Agency,
Northern Ireland



Committees and approved competitions

Competitions Policy Committee (1997-98)

Dr Nick Carey (Chairman)
Director-General, City & Guilds,
UK SKILLS Board member

David Battersby OBE
Managing Director, Hospitality
and Leisure Manpower Ltd
(Cookery and Waiting)

Laurie Croft
Director of Training, Joint
Industry Board for Plumbing
Mechanical Engineering Services
in England and Wales (Plumbing)

Dr Paul Gallagher OBE
(National Assessor)
Principal, Bradford and Ilkley
Community College

Alan Gingell
Secretary, Institute of Electronics
and Electrical Incorporated
Engineers (Industrial Electronics)

Nick Gooderson
Training Development Manager,
Construction Industry Training
Board

Jim Hammer CB
UK SKILLS Board member,
Chairman, Skill Olympics
National Committee

Michael Harris
Clerk to The Clothworkers'
Company

Peter Huntington
Chief Executive,
Meat Training Council

Ray Lee
Director, Motor Industry Training
Standards Council

Mrs Ann Mason
National Programmes Manager,
Hospitality Training Foundation

Jim Pinnington
Vice-chairman, National
Council of Industry Training
Organisations

Dave Roddam
Head - Careers, Engineering
and Marine Training Authority

Mrs Anne Russell
Chief Executive, Information
Technology National Training
Organisation

Bob Woodhouse
Consultant. Ex Hairdressing
Training Board

Mrs Dorothy Wright
Head of National Training
Awards, Department for
Education and Employment

Skill Olympics National Committee (1997-98)

Jim Hammer CB (Chairman)
UK Technical Delegate,
UK SKILLS Board member

Laurie Croft
Director of Training, Joint
Industry Board for Plumbing
Mechanical Engineering Services

Barrie Roe
Section Manager - Construction,
Peterborough Regional College

Dennis Knowles
Competitions Business Manager,
Centrex

Peter Neate
Computing and educational
consultant

Archie Sharkie MBE
UK Joint Team Leader

Approved competitions as at 31 March 1998

Competitions holding UK SKILLS'
national seal of approval
SkillAUTO - National Automotive
Technician Competitions

SkillBUILD
SkillBUILD Northern Ireland

SkillBUTCHER

SkillELECTRIC

SkillFORM - National
Patternmaking Competition

SkillFRIDGE

SkillHOSPITALITY

SkillIT - IT User competition

SkillIT - British Computer Society
Programming Competition

SkillMECHATRONICS

SkillRETAIL

The JIB National Plumbing
Competition

Top Technician in Industrial
Electronics

UK CNC Milling competition

UK Fine Jewellery Competition

Craftex '98 - Glasgow Trades
House craft competition

Engineering Employers
Federation - Apprentice
Competition for Wales

Engineering Construction
Industry Training Board -
Apprentice Competitions

Engineering Training Council,
Northern Ireland - Engineering
Skills Competition

Ford Motor Company - Apprentice
multi-skill competition

HM Prison Service - Brickwork
Competition

Hospitality Training Foundation -
Hospitality Apprentice of the Year
competition

Ministry of Defence - Tom Nevard
Competition

Nestlé Foodservice Toque
D'Or competition

Peugeot Master Technician
of the Year

Toyota Skill Awards

UK SKILLS staff

1
Patricia Snell OBE
Chief Executive



2
Heidi Agbenyo
Administrative Officer



3
Jonathan Freeman
Head of Communications



4
Basil Henson
Adviser (Policy and Strategy)
(part-time)



5
David Innes-Wilson
Administration Manager



6
Hilary Jennings
Head of Operations
and Development



7
Charles Turner
Operations Manager





Directors' report

Directors and professional advisers

Directors

Sir John Cassels CB (Chairman)
Dr N A D Carey
J D G Hammer CB
D Bartley
B J Gibbens OBE
P M Leith OBE
P C Rainbird
B P Barber
J Graham
I Walters
M Nicholas
R A Avis
T A Shebbeare CVO

Secretary

B J Gibbens OBE

Registered Office

18 Park Square East
London NW1 4LH

Bankers

The Royal Bank of Scotland Plc
62-63 Threadneedle Street
London EC2R 8LA

Auditors

Smith & Williamson
No 1 Riding House Street
London W1A 3AS

Solicitors

Bates, Wells & Braithwaite
138 Cheapside
London EC2V 6BB

Status

Company limited by guarantee

Charity registration Number

1001586

Company Registration Number

2535199

The directors have pleasure in submitting their report and audited accounts for the financial year ended 31 March 1998. The accounts are shown on pages 35 to 38.

Results, activities and future developments

The deficit for the year of £8,460 compares very favourably with last year's deficit (£8,285). This is particularly encouraging in a Skill Olympics year when expenditure tends to be higher than in the intervening year. This improved situation can be attributed to the increasing number of associates renewing their membership and to an increase in the number of skills competitions applying for the award or re-award of the national seal of approval. Every effort will be made to continue the trend towards reducing or even eliminating the deficit.

The principal activities of the company in 1997/98, including the impending move to The Prince's Trust offices, are described elsewhere in this report. An indication of future developments is given at page 26.

Board of directors

The following held office as directors during the year:

Chairman:

Sir John Cassels CB

Nominated directors:

Dr Nick Carey (City & Guilds)
Matthew Nicholas (DfEE)

Elected directors:

Bob Avis (appointed 11 March 1998)
Brendan Barber
David Bartley
Bill Brignall (resigned 21 July 1997)
Barney Gibbens OBE
John Graham
Jim Hammer CB
Prof Cyril Hilsum CBE (resigned 8 September 1997)
Prue Leith OBE
Derek Lindop (resigned 9 July 1997)
Peter Rainbird
Tom Shebbeare CVO (appointed 11 March 1998)
Ian Walters

The directors who held office at the end of the financial period have no beneficial interest in the company.

In accordance with the Articles of Association, David Bartley, Barney Gibbens and Jim Hammer will resign at the annual general meeting and offer themselves for re-election.

Staff

At the end of the period the permanent staff of UK SKILLS consisted of the Chief Executive, four administrative officers and the Chief Executive's secretary.

Fixed assets

The movements in tangible fixed assets during the year are set out in Note 5 to the accounts.

Auditors

The auditors, Smith & Williamson, have indicated their willingness to continue in office and a resolution concerning their appointment

will be proposed at the annual general meeting. Approved by the board of directors and signed on behalf of the board.

B J Gibbens OBE FCA Secretary, 17 August 1998

Statement of directors' responsibilities in respect of the accounts

Company law requires the directors to prepare accounts for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those accounts the directors are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors' report to the members of UK SKILLS

We have audited the accounts on pages 35 to 38 which have been prepared under the historical cost convention and the accounting policies set out on page 36.

Respective responsibilities of directors and auditors

As described on page 33 the company's directors are responsible for the preparation of the accounts. It is our responsibility to form an independent opinion, based on our audit, on those accounts and to report our opinion to you.

Basis of opinion

We have conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the accounts, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

In our opinion the accounts give a true and fair view of the state of the company's affairs at 31 March 1998 and of its deficit for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Smith & Williamson
Chartered Accountants
Registered Auditors
No 1 Riding House Street
London W1A 3AS
August 17 1998

Statement of financial activities

for the year ended 31 March 1998

	Notes	1998 £	1997 £
Incoming resources			
Grants from Department for Education and Employment		224,060	277,957
Income from membership		26,834	20,270
Other grants and donations		12,000	
Miscellaneous income		19,525	4,346
UK team services		79,484	
Bank interest receivable		18,197	17,538
Total incoming resources		<u>380,100</u>	<u>320,111</u>
Resources Expended			
Direct charitable expenditure	4(a)	235,853	178,685
Fundraising and publicity	4(b)	96,766	89,814
Management and administration of the charity	4(c)	55,941	59,897
Total resources expended	4(d)	<u>388,560</u>	<u>328,396</u>
Net movement in funds	2	(8,460)	(8,285)
Balance brought forward at 1 April 1997		335,053	343,338
Balance carried forward at 31 March 1998		<u>326,593</u>	<u>335,053</u>

All the company's operations are classed as continuing and there are no recognised gains or losses other than the deficit for the financial year.

Balance sheet

as at 31 March 1998

	Notes	1998 £	1997 £
Fixed assets			
Tangible	5	<u>1,103</u>	<u>942</u>
Current assets			
Debtors	6	18,616	45,645
Cash at bank and in hand		<u>348,883</u>	<u>408,273</u>
		367,499	453,918
Creditors:			
Amounts falling due within one year	7	<u>(42,009)</u>	<u>(119,807)</u>
Net current assets		<u>325,490</u>	<u>334,111</u>
Net assets		<u>326,593</u>	<u>335,053</u>
Funds			
Unrestricted		<u>326,593</u>	<u>335,053</u>

These accounts were approved by the board of directors on 17 August 1998
Signed on behalf of the board

Sir John Cassels CB
Chairman

Notes on the accounts

for the year ended 31 March 1998

1. Accounting policies

Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with Applicable Accounting Standards and the Statement of Recommended Practice on Accounting by Charities.

Grants

Grants received during the year are taken to income in the year, unless they relate to a specified future period, in which case they are recognised in the appropriate period.

Membership income

Membership income is credited to income over the period to which the subscription relates. The proportion of subscriptions paid in advance is therefore treated as deferred income.

Corporate management recharge

Corporate management costs are apportioned between direct charitable expenditure, fundraising and publicity, and management and administration costs in accordance with the time spent on each category.

Depreciation

Computer and office equipment are depreciated at a rate of 33% per annum.

Operating leases

Costs in respect of operating leases are charged on a straight line basis over the lease term.

Taxation

No provision has been made for either Income Tax or Corporation Tax, the company being exempt as a registered charity.

2. Net movement in funds

is stated after charging:

	1998	1997
	£	£
Auditors' remuneration	2,850	2,760
Hire of other assets – operating leases	23,978	23,661
Depreciation	873	844

3. Staff costs

One member of staff is under contract to City and Guilds of London Institute but is on secondment to the company. The total staff costs borne by the company are as follows:

	1998	1997
	£	£
Wages and salaries	158,019	145,557
Social security costs	13,846	13,329
Other pension costs	4,082	5,684
	<u>175,947</u>	<u>164,570</u>

The average weekly number of persons employed during the year was as follows:

Office and management	6	6
-----------------------	---	---

No remuneration was paid to the directors during the year.

4. Resources expended

	1998	1997
	£	£
(a) Direct charitable expenditure		
Special projects	25,923	50,221
Representation on IVTO	24,431	28,618
National framework of skills competitions	47,520	56,213
UK team selection and preparation	58,495	43,633
UK team entry costs	79,484	—
	<u>235,853</u>	<u>178,685</u>
(b) Fundraising & publicity		
Fundraising	24,758	23,968
Publicity	72,008	65,846
	<u>96,766</u>	<u>89,814</u>
(c) Management & administration of the charity		
Salaries	34,312	39,767
Office costs	8,555	7,600
Meetings & travel	1,029	1,774
Professional services	12,045	10,756
	<u>55,941</u>	<u>59,897</u>

(d) Total resources expended

	Staff Costs	Depre- ciation	Other costs	1998 Total	1997 Total
	£	£	£	£	£
Direct charitable expenditure	91,880	532	143,441	235,853	178,685
Fundraising & publicity	49,755	218	46,793	96,766	89,814
Management & administration	34,312	123	21,506	55,941	59,897
	<u>175,947</u>	<u>873</u>	<u>211,740</u>	<u>388,560</u>	<u>328,396</u>

5. Fixed assets**Computers and office equipment**

Cost	£	
At 1 April 1997	14,628	
Additions	1,034	
At 31 March 1998	<u>15,662</u>	
Depreciation		
At 1 April 1997	13,686	
Charges for the year	873	
At 31 March 1998	<u>14,559</u>	
Net Book Value		
At 31 March 1998	1,103	
At 31 March 1997	<u>942</u>	

6. Debtors

	1998	1997
	£	£
Trade debtors	4,546	29,192
Prepayments and accrued income	9,391	10,900
Other debtors	1,371	5,553
VAT	3,308	-
	<u>18,616</u>	<u>45,645</u>

7. Creditors: Amounts falling due within one year

	1998	1997
	£	£
Trade creditors	20,206	41,124
Other creditors including taxation and social security	3,596	4,316
Accruals and deferred income	18,207	74,367
	<u>42,009</u>	<u>119,807</u>

8. Capital

The company is limited by guarantee and has no share capital. Each member has a liability limited to £1 for payment of the company's debts if the company is wound up or dissolved.

9. Taxation

The company is a registered charity and its income is exempt from UK corporation tax.

10. Pensions

An employee on secondment from The City and Guilds of London Institute is a member of its Inland Revenue approved pension scheme which provides benefits based on final pensionable pay. The assets of the scheme are held separately from the group. Contributions to the scheme, which are based on actuarial advice following the latest valuation as at 1 October 1994, are charged to the Income and Expenditure account on a basis which spreads the expected costs and benefits over the average remaining service lives of employees in the scheme. Pension costs are therefore included in the account in accordance with the provisions of SSAP 24.

11. Operating lease commitments

	1998	1997
	£	£
Lease commitments expiring within one year		
Land and buildings	<u>-</u>	<u>25,644</u>

Thanks to our supporters and sponsors

Support for the 1997 UK team



Alexandra Workwear

Clarks

CITB Construction Industry Training Board

MARKS & SPENCER

PARCEL **FORCE**
WORLDWIDE

THE ORIGINAL
Ben Sherman

Sherraton Park Tower



More and more companies, colleges, industry training organisations, Training and Enterprise Councils/Local Enterprise Companies, and other organisations within the world of vocational education and training are playing valuable parts in the running of skills competitions.

To this growing network and to the many organisations and individuals contributing towards sending the UK team of competitors and technical experts to the Skill Olympics at St Gallen in July – UK SKILLS is most grateful.

The total costs for the organisation of national competitions (including preliminary rounds) in 1996–97 and for sending the UK team to St Gallen are estimated to be around £5 million.

Our thanks to you all.

Support for national competitions and competitors by industry sector

Automotive

SkillAUTO's National Automotive Technician Competitions organised by SkillAUTO (Automobile Association (AA), British Agricultural & Garden Machinery Association (BAGMA), Centrex Training & Conference Centres, The Freight Transport Association, The Institute of the Motor Industry, The Institute of Road Transport Engineers, Motor Manufacturers Training Group, Motor Industry Training Standards Council, Royal Automobile Club, Retail Motor Industry Federation, Retail Motor Industry Training (ReMIT), The Society of Motor Manufacturers and Traders, Sunderland City Training & Enterprise Council, Transport & General Workers Union, Transport Training Services Limited, RTITB Services Limited, Vehicle Builders and Repairers Association (VBRA)) sponsored by Snap-on Tools, The Institute of Road Transport Engineers, RTITB Services Ltd, Retail Motor Industry Training (ReMIT), Devon and Cornwall TEC, Hampshire TEC, Coventry and Warwickshire TEC, Sunderland City TEC, Leicestershire TEC, AKZO Nobel Ltd, The Trade Group Ltd and supported by Bodyshop Magazine, Fiat UK Ltd, Ford Motor Company Ltd, Greenhous Shrewsbury Ltd, Leyland Daf Ltd, Honda UK Ltd, Iveco Ford Truck Ltd, Leyland Daf Ltd, Renault VI Ltd, Toyota GB Ltd, Rover Cars Ltd, BMW Ltd, Cars QA, Tri-Sphere Ltd, BBM Globaljig, Fan Welders, Thatcham Training Centre, Sykes Pickavant, Preston Paints, Blackburn College, Road Range, Cowie Aldershot, Karl Vella Auto Body Repairs Ltd, Grays Garage, Centrex, Taw Garages, Tamworth College, K F Kirby (Harboro) Ltd, Evesham College

Construction

SkillBUILD organised by SkillBUILD Competitions Ltd sponsored by Construction Industry Training Board (CITB), Elu Power Tools, Brolac, British Gypsum, Hanson Brick, Purdy Corporation, College of North West London, supported by Leeds College of Building, Peterborough Regional College, Essex TEC, Guild of Bricklayers, British Furniture Trade Joint Industrial Council, The Institute of Carpenters, Painting Craft Teachers Association, De Walt Power Tools, Record Tools, Rollins & Sons, Stone Federation GB, CITB Northern Ireland, Building Employers Confederation, B&CE, Interbuild Trust, Worshipful Company of Masons, Arco Workwear, Worshipful Company of Carpenters, National Joint Council for the Building Industry, CENTEC, Sussex Enterprise, HAWTEC, James Latham plc, Coventry and Warwickshire TEC, P C I Cookson, H & R Johnson Tiles, B Darnton & Co Ltd, Leeds College of Building, Peterborough Regional College, Shrewsbury College of Arts and Technology, Jennings Homes Ltd, Blockleys Bricks, Cobra Homes Ltd, Ironbridge Gorge Museum Trust, Shropshire Chamber of Commerce TEC, The Wightman Trust, The Walker Trust, Jaymac (Derby) Ltd, Capital Masonry Company Ltd, City of Bath College, T Sheerin & Son, Hastings College of Arts and Technology, Wakefield Metropolitan District Council, Buckinghamshire College of Higher Education, Wisby Group Ltd, Hackney Community College, Bradford & Ilkley Community College, Croydon College, SOLOTEC, Brian Hyde

Electrical/Electronics

SkilleLECTRIC

organised by Electrical Contractors' Association/Electrical Installation Engineering Industry Training Organisation sponsored by Legrand UK Ltd, Scottish Electrical Contracting Training Trust (SECTT), Tamworth Electrical Engineering Co Ltd, Construction Industry Training Board (Northern Ireland), JT Limited, Electrical Training Trust. John G McElwaine Ltd

Top Technician in Industrial Electronics

organised by the Institution of Electronics and Electrical Incorporated Engineers (IEEIE), the Institution of Electrical Engineers (IEE), the Federation of the Electronics Industry (FEI), and the Engineering and Marine Training Authority (EMTA) supported by British Aerospace Defence Ltd, British Aerospace Military Aircraft Division, DERA, General Electric Company plc, Oxford Instruments, Racal Group Services, RS Components, Farnell Electronic Components Ltd, Bolton College, Wigan College, EEV Ltd, Lisburn Training Centre, North Glasgow College, University of Glamorgan, Barry College, Amalgamated Engineering and Electrical Union

SkillIT – Young IT Technician of the Year

organised by YITTY Board and sponsored by Worshipful Company of Information Technologists, IBM UK Ltd, ICL, Kent TEC, City & Inner London North TEC, Hertfordshire TEC, Information Technology Industry Training Organisation, People in Technology, Manchester Open Learning, University of Durham, Darlington College of Technology, Northern Colleges Network, Key Training

Engineering services

Joint Industry Board

National Plumbing Competition organised by Joint Industry Board for Plumbing Mechanical Engineering Services and sponsored by BOC Limited, Bullfinch (Gas Equipment) Ltd, Caradon Mira Ltd, Caradon Twyford Ltd, Copper Development Association, Hepworth Building Products, Hilmor, IMI Yorkshire Copper Tube, IMI Yorkshire Fittings Ltd, Institute of Plumbing, Lead Sheet Association, National Association of Plumbing Teachers, Sifbronze Ltd, Wednesbury Tube, Peterborough Regional College, The Worshipful Company of Plumbers. John Burpitt Plumbing and Heating

National Refrigeration Skills Competition

(SkillFRIDGE) organised for Air Conditioning and Refrigeration Industry Board (ACRIB) by Training Section of British Refrigeration Association (BRA) supported by BOC Ltd, Carter Refrigeration Display Ltd, City Refrigeration, College of North West London, Dean & Wood Ltd, Dunn & Moore Ltd, HRP Refrigeration Ltd, Heating & Ventilating Contractors' Association, Searle, Mrs M Nicol, North Glasgow College, Thermofrost-Cryo plc. General Refrigeration, Sarum Refrigeration, Eastleigh College

National Patternmaking Competition (SkillFORM)

organised by The Institute of British Foundrymen and sponsored and supported by Pattern Model and Mould Manufacturers Association, South Staffordshire Training Association Ltd, Sandwell College, Duport Harper Foundries Ltd, Hillside Foundry (Staffordshire) Ltd, John Burn & Co (B'ham), George Sykes Ltd, William Round & Son Ltd, IBF East Midlands, IBF West Midlands, Graham Hall, Ken Morris, Keith Berridge, Joe Harvey. Rolls-Royce plc, Patterns Plus, Coventry Technical College

Engineering/Manufacturing

Mechatron '96 – The Multiskill Competition

(SkillMECHATRONICS)

organised and supported by University of Hertfordshire, Warrington Collegiate Institute, Oaklands College, Ford Motor Company, University of Abertay, Engineering & Marine Training Authority, FESTO, Fife College, North and Mid Cheshire TEC, Warrington Borough Council

Consumer services

Hospitality Skills (SkillHOSPITALITY)

organised by Hospitality and Leisure Manpower Ltd and sponsored by American Express, Diners Club, Savoy Educational Trust, Worshipful Company of Cooks, Hospitality and Leisure Manpower Ltd, The Army School of Catering, The Academie Culinaire de France, Caterer and Hotelkeeper, Reed Exhibitions, Fondation Nestlé Pro-Gastronomia, Nisbets, Birmingham College of Food, Tourism and Creative Studies, Westminster College, The Lanesborough Hotel, The Sheraton Park Tower Hotel

UK Fine Jewellery Competition

organised by Worshipful Company of Goldsmiths, Garrard & Co Ltd, London Guildhall University

Support for team leaders

Derby Tertiary College, North Glasgow College



INVESTOR IN PEOPLE

Published by UK SKILLS, 1998.

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Cover on Greyback 2000, 270gsm.

Dr Kim Howells hosted a reception at the House of Commons in honour of the UK Skill Olympic team and its backers, seen here with gold medallist Lee Blower.



instrument making

joinery

ladies' hairdressing

landscape contractor

mechanical engineering

mechatronics

men's hairdressing

painting & decorating

pattern making

plastering

plumbing

press tool making

refrigeration technology

road constructor

restaurant service

sheet metal work

stonemasonry

tinsmith

wall and floor tiling

welding

UK • SKILLS

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