

MINUTES OF THE SUBCOMMISSION MEETING THAT DISCUSSED THE FUTURE OF
THE COMPETITION, HELD IN VIENNA ON JUNE 20 AND 21, 1972.

In Attendance

Mr. Spoelgen
Dr. Schubert
Mr. Häusler-Angelig
Mr. Bammer
Mr. Vlaeminck
Mr. Lee
Mr. Kang
Mr. Wang
Mr. Liu
Mr. Castelao
Mr. Maestu
Mr. Laman Trip
Mr. Hamer
Mr. Power
Mr. Furuya
Mr. Komaki
Mr. Seger
Mr. Schädler
Mr. Carita Diniz
Mr. Costa Dias

French Observer

Mr. Poitevin

Secretariat

Mr. Albert
Mr. Capdepon

Mr. Häusler-Angeli welcomed everyone and regretted that, due to causes beyond their control, some of the persons invited were unable to attend. He welcomed Mr. Poitevin, the French Official Observer, and expressed the wish that his being present would prove to be beneficial.

He apologized for the absence of the International President, due to his obligations in his Country.

Mr. Spoelgen read a letter from Dr. Cech in which Mr. Palomares asked him to preside over the meeting. Dr. Cech, also for personal reasons, could not be present that day, but it was probable that he would be there on the following day.

In the meantime, Dr. Cech requested Mr. Laman Trip to preside over the meeting, and he thanked him in anticipation of his being able to do so.

Mr. Laman Trip said that the wishes of the President and Vice-President were to him an order and that, although he did not seek that distinction, he willingly accepted it. He thanked the Representation of Austria for their offer, which facilitated the meeting, and the hospitality they had given to all those present. He also welcomed Mr. Poitevin and hoped his presence at the meeting would be beneficial. He introduced Mr. Castelao, the new Official Representative of Spain, and wished him great success in his mission.

The Agenda was approved, and there followed a discussion on each item.

1. THE ADVISABILITY OF FORMING A WORK GROUP WITHIN THE SUBCOMMISSION

Mr. Spoelgen wished to know the reasons for suggesting in the Agenda, item 1; the creation of a Subcommittee of 4 or 5 members for drawing up the Articles of the new Regulations for the Competitions. He considered that, as there were 6 members of the Subcommittee, that was a very small number, and that therefore they could undertake any kind of work, thus fulfilling the mandate of the Organising Board.

Mr. Laman Trip did not consider it possible to draw up the series of Articles all together, for which reason it would be advisable to divide them.

MM. Hamer and Albert interceded in the sense that the Secretariat General and two members could do the work of drawing up the text within the Subcommittee.

Mr. Laman Trip asked that a letter from Mr. Hill addressed to Mr. Häusler-Angeli be read, in which he announced the impossibility of his being present at the meeting. As Mr. Hill was absent, only MM. Laman Trip and Albert were left as authors of the first text of the Regulations. Mr. Hill also said in his letter that his Country would take part in the Munich Competition, and that news gave great satisfaction to all those present.

Mr. Castela, after acknowledging the kind welcome he had received, and saying that he had brought a personal message from Mr. Palomares to the effect that he regretted and apologized for his absence and expressed his confidence in the success of the meeting, referred to item 1 of the Agenda, stating that all the work must be effective and for that reason it seemed that the creation of the Subcommittee in Tokyo was opportune. He considered that the members it comprised were few enough, and that it would not be advisable to exclude any member of the Subcommittee for any work.

It was agreed to form a work group composed of the Official Representatives of the six countries that comprised the Subcommittee: Germany, Spain, The Netherlands, Japan, Portugal and the United Kingdom, with the help of the Secretariat General.

That group would prepare a draft of the Regulations, reflecting the legal form and other formalities concerned with the new Organisation.

The work group mentioned would try to commence its task during the Lisbon meeting in the Autumn of 1972.

2. NAMS OF THE FUTURE ORGANISATION

The Subcommittee suggested there should be no change in the name of the Organisation (in the Agenda, "International Organisation for the Advancement of Professional Training" was suggested), although that name did not completely cover the purposes of the new Organisation.

However, it was considered that the present name was known in many countries, and that it had acquired a certain prestige in the different circles, which was interesting from the financing point of view, and for obtaining material and moral help at a national level. To have to get used to a new name could create undesirable confusion in those circles.

Only the words "Organisation of" should precede the name. It was agreed that it be called as follows: "Organisation of International Competitions in Professional Training". That name could be adapted to the different languages and would continue its tradition in the member countries.

3. CONCERNING THE NEW NAME OF THE PRESENT OFFICIAL REPRESENTATIONS AND TECHNICAL REPRESENTATIVES

Mr. Laman Trip considered that the word official meant a governmental representation. Bearing in mind that some member countries did not have that representation, it would be advisable to find a new name for the official Representatives.

Mr. Spoelgen said that, in the majority of countries, the Official Representatives had been appointed by official organisms. He did not understand the necessity of the change, bearing in mind that that denomination had been used during 20 years.

Mr. Laman Trip asked each Representative to give the origin or bond of their appointment and, with the exception of The Netherlands, the countries present appointed their Official Representatives as governmental entities, that was to say, officials.

Mr. Castela reported that of the eight countries consulted at that time, only one was not official. Of all the other member countries, only in four cases were their Official Representatives not exactly so.

It was agreed to keep the names of Official Representatives and Technical Representatives.

4. FINANCING

Mr. Laman Trip referred to the fact that in Luxemburg it was made quite clear that, in the Munich Competition, every member country would have to pay the expenses of all the persons present at it, except the Competitor's expenses. That was to say, every adult person must pay his own expenses.

Nevertheless, the system of financing later Competitions was not decided.

Mr. Spoelgen submitted the advisability of awaiting the results of the Munich experience before going ahead, as a consequence of it, later on.

MM. Laman Trip, Seger and Costa Dias considered that a financing system should be studied before the Munich Competition. Mr. Seger personally considered that the countries should know the cost of the Competitions two years in advance, so that the governments might budget for the due amount.

Mr. Häusler-Angeli believed, however, that that period was very long, and doubted whether the Organizing Board would be authorized to foresee an economic commitment so far ahead, since it might happen that, in that time, the Representations that accepted an expenses budget were replaced by others who were not in agreement with the obligation incurred by their predecessors.

MM. Castelao and Costa Dias advocated that the expenses be foreseen for an intermediate period.

Mr. Albert proposed that two opinions be considered:

1. Whether each country should pay the expenses of the Competitors as from 1974.
2. Bearing in mind the different costs of living in the member countries, the accommodation costs might vary. In Gijón, someone proposed looking for an average cost, and that would be the maximum contribution made by each Competitor.

Mr. Hamer recalled that, in the report submitted to the Board by MM. Laman Trip, Hill and Albert, there was an agreement

on finances and, therefore, a concrete proposal should be made to the Organising Board at their ~~next~~ meeting. He was in favour of finding solutions step by step, and not for long periods of time. For a compromise formula they should not wait until Munich, and he was in agreeemtn with Mr. Albert except in regard to fixing the average costs, which should be done on the basis of the cost incurred in the last host country.

Mr. Laman Trip was of the opinion that a firm proposal should be made to the Board In Lisbon. There the cost for each Competitor would be determined, and there would be the possibility of making exceptions in the case of some countries. Mr. Laman Trip also suggested that the maximum fees for simultaneous translation could be determined during the Competitions.

In regard to Mr. Laman Trip's last suggestion, Mr. Albert considered that the simultaneous translations should be familiar with the technical terminology of the Competition and with its function, for which reason he was of the opinion that the same group of simultaneous translators should be in attendance at all the meetings. This, of course, meant more expense for the organising country, due to the cost of transport, but this would be moderated by a discount granted by the interpreters on making a permanent contract with them. The total amount payable for translation service distributed, for example, among the number of competitors, would not entail a large expenditure, since the expense of simultaneous translation was calculated as being Pesetas 750.000, and each Competitor would have to pay only Ptas. 2,500.

The work of the group would be that of simultaneous translation, consecutive translation and translation of all the instructions and communications to the Organising Board, Experts, Official Observers and Competitors.

Mr. Laman Trip suggested that instead of making the estimate according to the Competitors it should be made on the basis of the inhabitants of each country.

Mr. Castela suggested that it should be paid on the average number of Competitors in the last years. In that way they would avoid cancellations in the next Competition. Mr. Hamer proposed that an average for Competitors and inhabitants of each country be studied.

Lastly, Mr. Poitevin suggested the formula of dividing the total costs of translation by the total number of inhabitants of the countries, multiplied by the inhabitants of each country individually.

Mr. Laman Trip requested the Secretariat to study the following three formulas:

1. Per average number of Competitors in the last four years.
2. Per average number of Competitors foreseen for the next Competition.
3. Per total number of inhabitants of the sixteen member countries, multiplied by the number of inhabitants of each country.

Once the study had been made and its results were known, it was agreed to make the following proposal to the Board:

"Based on the decision of the Board that in 1973 the cost of accommodation of their representatives and experts should be paid by each participating country, the Subcommittee suggested that as from 1974 each country should also be responsible for the cost of accommodation of their competitors in a maximum amount to be determined by the Board each year, basing it on a proportionate estimate by the host country".

In regard to translation expenses, the Subcommittee considered that those consist in:

- a.- Fees, accommodation and journeys of the interpreters for simultaneous translation during the Competition.
- b.- Translation of the documents into all languages, including drawings, that are handed to the competitors and experts during the Competition.
- c.- The fees mentioned in a) for simultaneous translation during the Board meetings.

The Subcommittee suggested that the member countries should contribute in the following manner:

- 1.- From 1975, to the expenses mentioned in a) and b)
- 2.- From 1976, to the expenses mentioned in c)

As these expenses could not be divided equally among the member countries, the Subcommittee selected the undermentioned formula among many possibilities:

To group the countries in accordance with the number of inhabitants.

- a).- Countries with fewer than one million inhabitants
- b).- Countries with more than one million inhabitants and fewer than 20 million
- c).- Countries with more than 20 million inhabitants and fewer than 120 million.
- d).- Countries with more than 120 million inhabitants.

A special arrangement would be considered for new member countries.

During the meeting, the Secretariat General had been making an estimate of the translation expenses and had arrived at a figure of Ptas. 750,000 approximately. By applying the preceding formula, it was found that equitable and satisfactory results were obtained. The German Representation was not in favour of the use of the formula of including the number of participants in the estimate, because, by doing so, there could result a decrease in the number of competitors, for economic reasons. Although the other represented countries admitted this disadvantage, they voted in favour of the foregoing resolution, as they considered it to be the only acceptable compromise. The Subcommission, however, suggested to the Board that this policy should be for a trial period of three years, in order to be able to see whether it was satisfactory.

At their next meeting, the Subcommission would study the problem of the Secretariat General expenses.

5. STUDY AND DOCUMENTATION CENTRE

Mr. Castelao, Official Representative of Spain, gave particulars of a plan of study and investigation for the Professional Training International Competitions. (See Annex). Mr. Castelao said that the study had been made by the Departments of Psychology and Sociology of the Youth Institute of Spain, and asked the members of the Board to give it their consideration in order, if expedient, to use it in certain future means of knowing the psycho-sociological and professional characteristics of the young workers.

Dr. Schubert said that one of the objectives of the Competitions was to improve Professional Training. There were many institutes in Europe that had the same aim, including, among others, the Common Market. All were seeking the ideal way of improving Professional Training, but its achievement would take many years.

He agreed with the Spanish Delegation and with the President that the Competitions could and must employ the means within their reach to achieve real objectives within the facilities available, but it would not be advisable to admit new experts undertaking studies that were marginal to the Competitions themselves.

Mr. Castelao replied by saying that what were of interest were the scientific advantages of the results, without deciding whether they were to be applied to all the trades or to some of them. Concerning persons outside the Competition for examining these studies, their efficacy or inopportune intervention should not be prejudged without previous experience.

Mr. Laman Trip stated that, in order to come to a decision concerning the Documentation Centre, the Board should consider the appointment of:

- a.- a limited number of official observers from different countries during the next international competition, in order to make an inquiry into the following matters;
- b.- a limited number of representatives from different countries for visiting one or two of the national competitions where these were generally organized, for making an inquiry similar to that under item a.

During the competitions, these groups could question the competitors concerning some of the trades (for example, one on the metal trade, one on electrical trades, and another on construction trades), for ascertaining:

- 1.- the reasons for choosing that particular trade as their profession;
- 2.- experience they had of that trade during their apprenticeship;
- 3.- their education and training before taking up that trade;

- 4.- their actual hopes and possibilities of promotion within that trade or industry:

and many other questions of interest that could be asked during a competition.

The groups would report to the Board, and they would see whether an inquiry of that type could be undertaken by an international group, and whether it would result in useful information ~~for~~ other countries, and serve as a basis for other and more intense studies in that field.

The Board could afterwards consider whether documentation on the exercises undertaken by the competitors in the various trades during some years would be useful in the international competitions, together with the results and experience of the experts (if such were known).

In that way, the Board would acquire a greater knowledge of the specialization level in the competitions.

Those suggestions were fully debated, especially the four points mentioned previously. The Spanish Delegation wished to include several other aspects in the inquiry, and had thought of organizing a seminary including the help of the Youth Institute, with psychologists, sociologists, etc. in the preparation of the inquiry. pThe results of the seminary could be studied in the months preceding the Munich Competition.

The Subcommittee considered the inquiry to be advisable, and requested the Secretary-General to undertake the necessary preparation for the same, based on the four points mentioned in the programme and, if possible, some of the points given by the Spanish Delegation but, bearing in mind that the inquiry (once accepted by the Board), would be of an experimental nature.

In a special session, Dr. Wech, as Vice-President of the Subcommittee, said that he regretted not having been able to attend the meeting of the Subcommittee in response to the International President's request. He thanked Mr. Laman Trip for his great work and congratulated him on the good results.

He reported that he had duly requested the German Federal Chamber of Industry and Commerce to release him from his obligations within the Organising Board, and that his petition had been granted. He had recently informed Mr. Palomares to that effect. The German Federal Chamber of Industry and Commerce had

appointed Mr. Spoelgen to represent his Country officially at the Competitions, for which reason a personal task that began in Glasgow in 1965, had finished in Vienna in 1972.

He thanked the Board for the confidence they had shown in him, and especially Mr. Albert for the good years of collaboration they had enjoyed, also Dr. Schubert for his close cooperation during so many years.

He concluded by wishing every success to the Competitions, and thanked Mr. Laman Trip for the opportunity of saying goodbye, and Mr. Haasler-Angeli for his hospitality.

Mr. Laman Trip regretted the loss in the future of such an excellent collatorator who, by his intelligence and benevolent character, both within and beyond the Competition, would leave a place that it would be very difficult to fill, and that he would always be remembered. After the President's words, Mr. Laman Trip closed the session and ordered the Minutes to be written up and those, as Secretary, he duly certified.

ANNEXE

POSSIBLE PSYCHOPEGADOGIC ACTIVITIES TO PROMOTE AND
BENEFIT FROM THE NATIONAL
AND INTERNATIONAL APPRENTICE
COMPETITIONS IN A SCIENTIFIC MANNER

INTRODUCTION

The National and International Apprentice Competitions, within the framework of the positive aspects in which they are at present, held, offer an opportunity of the greatest interest to be benefited from in other spheres of studies and research of scientific and social importance.

The presence of specialists in this field, together with the optimum situation of receptivity of the participants in these encounters is a reality of extraordinary value to be scientifically utilized. Study in common, in-depth reflection and the data bank will open up new perspectives for the holding of these Apprentice competitions, causing there to arise in them a new field, national and international, of individual and comparative studies.

From another point of view, it is of extraordinary interest to make use of these competitions to promote the dynamic world of labour, the orientation of vocational training and the existing sciences and techniques that, in the human aspect, converge upon it. If the Olympiads, through their action and projection, exercise an effective impact on society, these Professional Olympiads, scientifically and socially taken advantage of, can serve as means of promotions, information and exaltation in a professional and labour organization sense in the different sectors of labour.

These psychopedagogic activities will contribute a better knowledge of the professional individual and of the techniques utilized, which can be made use of to restructure guidance programmes, and for the analysis of cultural situations, by bringing to light the underlying axes of a real and authentic cultural and social anthropology of the world of today. When we find ourselves with a group of individuals participating put to the test as representatives of the group, they project elements proper to their culture and form of society, their attitudes and human references regarding themselves, the group and its culture, a "Weltanschauung" regarding the profession, and socio-cultural

patterns that operate in the work done.

They will also provide information regarding the value and sense that they give to the material, the working time, the degree of perfection of the finished work, the resources they make use of (intelligence, sensitivity, etc.), the structuring of the very aptitudes that they employ, the value assigned to the competition itself, and human patterns and manners of behaviour. Other repercussions of interest that could be indicated are the promotion of the best-endowed and the projection of the leaders in their respective environments.

APPROACH

The importance and possible implications of the subject require the programming of this activity on two levels: the international and the national. The various levels of investigation will correspond to an equal number of other stages of work which, although they will delimit the problem, will not provide valid results until within two or three years. On the national level, solid conclusions can be obtained, even in the present year, if the economic resources necessary are available:

1. INTERNATIONAL LEVEL

On this level, the following are worthy of note:

A. The interest that exist for each country to make studies of the characteristics and motivations of the prize-winning competitions in national and international competitions and to establish the models of future careers guidance.

B. The value of the diffusion of the studies made, as a means of information for specialized international organizations.

This sphere of activity requires great prudence, since it will be necessary to conjugate the specific features of each country with the cultural problem that each of them has, which conditions the homogenization of criteria, such as:

- The situation of the world of labour.
- The situation of prior professional preparation.

- Acceptance and value given to the competitions themselves.
- Selection and representative character of the participants.

In view of all the foregoing, in order to avoid hasty decisions it is recommended that an international meeting be held, on the level of experts, psychologists and specialists in teaching for professional preparation, with the following aims:

1. To reach agreement on the data to be evaluated in relation to the professions and the systems of control and selection of the standards.
2. To stimulate the creation of commissions, on a national and regional level, in order to analyse the criteria or standards of reference.
3. To control efficacy and adjustment on the level of the educand in order to work from the point of view of his internal problem. It is considered that this second part is the most important because of the wealth of data and practical benefits that can be deduced from its application.

2. NATIONAL LEVEL

In this sphere, an immediate beginning could be made, since material exists concerning tables of aptitudes, values and technical tradition, and on the level of internal organization. However, in order to accelerate the process and to establish liaison between the groups and specialists interested, prior to the setting-up of this investigation it will be necessary to convene a previous meeting on the level of experts, psychologists and specialists in teaching for professional preparation in order to bring together and up-date the work of the specialists and to create appropriate mental attitudes in the organizations and groups interested in this activity. The greater the extent to which the national meeting is motivated, the greater will be the rigour with which investigation will be carried out on this level: the first soundings of the investigation should be contributed by the national competitions themselves.

The concrete objectives of this preliminary meeting can be established as follows:

1. The creation of a receptive mental attitude and the enlistment of the co-operation of other professionals: medical groups, interviewers, etc.
2. The taking of decisions with Respect to:
 - Biometric controls
 - Psychometric controls
 - Dynamic controls: environmental and psychoanalytical problems, etc.
 - Data processing.
3. The practical programming of the work: personnel, time-tables, travel, etc.
4. The participation of representatives of the public authorities, and of the private entities directly interested in vocational training.

FUNCTION OF THE INSTITUTO DE LA JUVENTUD (Institute of youth)

The Instituto de la Juventud, the mission of which is to study youth on the national level, in a manner parallel to and independent of the tasks that are proposed, will carry out the following studies:

1. Elaboration of representative samples of the working youth participating, and selected by means of the Apprentice competitions that are being held with an internal character.
2. The analysis of the problem of the professions in the whole of its scope, with a view to enriching, and, if necessary, re-elaborating its previous conclusions.
3. There will subsequently enter into play, for each profession, the comparison of the data that are obtained from the prize-winning competitors and the normal representative sample. In this comparative analysis, great differences between countries will appear, since some will have established these standards, while others will not.

ANNEXE I

The Instituto de la Juventud, accepting the mandate by which it is encharged with the carrying out of the work of investigation programmed, will execute it on the national level and will fulfil a co-ordinating function on the international level.