



# 95

UK SKILLS ANNUAL REPORT & ACCOUNTS

*'...our aim is to help British Industry  
by promoting world-class standards of  
vocational skills through competitions.'*

## CONTENTS

- 1 CHAIRMAN'S STATEMENT
- 2 CHIEF EXECUTIVE'S REVIEW
- 4 THE NATIONAL FRAMEWORK OF SKILLS COMPETITIONS
- 6 INTERNATIONAL BENCHMARKING PROJECT
- 7 LINKS BETWEEN SKILLS COMPETITIONS AND MODERN APPRENTICESHIPS
- 8 PARTNERSHIPS
- 10 PUBLICATIONS
- 11 PUBLIC RELATIONS
- 12 MEMBERSHIP
- 13 FINANCE
- 14 FUTURE PLANS
- 15 COMPETITIONS POLICY COMMITTEE
- 15 SKILL OLYMPICS NATIONAL COMMITTEE
- 16 UK SKILLS BOARD
- 16 UK SKILLS STAFF
- 18 DIRECTORS' REPORT & ACCOUNTS
- 25 SKILLS COMPETITIONS 1994-95



The fostering of a competitive culture through high-quality skills competitions provides the focus for the work of UK SKILLS. The spur for us is the knowledge that, as everybody agrees, competitiveness holds the key to Britain's economic prospects. In the end, the competitiveness of people at work is the decisive factor in our national performance.

We can claim to have made significant progress this year. We have been working with industry to build a robust national framework of skills competitions. Our code of practice, which sets standards for national competitions, has been successfully introduced and has won general acceptance. We shall soon be following up with a seal of approval awarded in recognition of high standards in qualifying competitions.

New skills competitions are being developed in several sectors of industry with our encouragement and help. Very importantly, we are now working with Industry Training Organisations to introduce skills competitions into Modern Apprenticeships so as to add value for the benefit of both industry and young people. Our emphasis is on the encouragement of excellence as well as competence as defined by National Vocational Qualifications.

We have also used experience from international competitions to improve the training to be provided in future to all members of our team competing in the International Youth Skill Olympics. Special training in 'work process management' is the most important innovation; indeed, there are strong indications that this should become part of the training in core skills given to all young people in this country.

There may be exciting prospects for developing European skills competitions in future and we shall be pursuing the possibility with our opposite numbers on the continent. Meanwhile, in the immediate future, our main international effort will be focused on the next International Youth Skill Olympics to be held in Lyon this October.

During the year the Board has been strengthened by the appointment of Lex Gold, CBI Scottish Director, and Derek Lindop, President of the Retail Motor Industry Federation. Neill Schofield has also joined the Board and is now the representative of the Department for Education and Employment. Bill Jordan resigned on taking up his new European appointment and we have also lost Rosemary Harper. Their help has been greatly appreciated. Brendan Barber, Deputy General-Secretary of the TUC, and Jim Newell, Director of Human Resources at British Aerospace (Defence) Ltd, have been appointed to fill these vacancies.

We rely greatly on the backing of the Department for Education and Employment. The Clothworkers' Foundation has given us most generous support. We also receive contributions and encouragement from a widening circle of organisations and I wish to extend our warmest thanks to them all. The justification for everything we do lies in engaging the enthusiasm and commitment of industry and training organisations, of colleges, of TECs and LECs and of course of young people (and their parents too). In all this, our Chief Executive and her small and highly motivated staff provide the cutting edge, and I gladly record once more our indebtedness to them.

Sir John Cassels CB



*'Skills competitions are now more generally seen to have their own special place within the education and training scene.'*

This has been a varied and interesting year of considerable activity at both national and international levels.

To begin with the international dimension, in May 1994 the International Organisation for the promotion of Vocational Training (IVTO) held a planning meeting in Gibraltar. Two new countries - Sweden and the Philippines - were accepted for membership, making a total of 32 member countries overall, and IVTO agreed to carry out a major review of the constitution to enable the organisation to operate more effectively as membership increased. Plans to form links with the International Labour Organisation (ILO) and UNESCO should, if fruitful, lead to a much higher profile worldwide. It was also confirmed that the next two international competitions would take place in St Gallen, Switzerland in 1997 and Montreal, Canada in 1999.

Several countries are showing interest in the development of European skills competitions. During the year UK SKILLS held an exploratory meeting with four industry sectors which have strong links with trade associations on the continent, and, in some cases, already take part in European skills contests related to their particular sector. We shall be following up this initiative during the coming months and, together with other partners, investigating possible EC support.

Most activity this year has understandably taken place at national level. I am pleased to report considerable progress towards achieving our main aim of encouraging and promoting the development of skills competitions within industry as an additional means of raising and maintaining standards of vocational skills and contributing to the achievement of national education and training targets. As a result, skills competitions are now more generally seen to have their own special place within the education and training scene.

Following the then Employment Department's recognition of UK SKILLS as the standard-setting body for national skills competitions and the subsequent publication of the code of practice, it is very exciting to see the various sectors making plans to meet the standard. In doing so they are raising the profile of the individual competitions and are demonstrating the added value which this can undoubtedly bring to overall standards. By emphasising the importance of national standards, UK SKILLS is ensuring that recognised qualifications form part of the overall plans and trainees entering national competitions will from now on be required to have achieved, or be working towards, the relevant Scottish/National Vocational Qualifications (S/NVQ) and other national qualifications. A more detailed account of these developments will be found on pages 4/5.

We have now received the reports on two projects which are summarised on pages 6/7.

The international benchmarking project - commissioned from the Prospect Centre thanks to the generous donation in 1993 from the Clothworkers' Foundation - showed clearly that the UK, while holding its own in the technical skills, was in many cases far behind other countries in 'planning' skills. Over the last three months of this year a pilot scheme has been developed, with the kind assistance of Centrex (RTITB Services Ltd), to incorporate *work process management* into the new training programmes being developed for competitors and experts taking part in the 1995 Skill Olympics in Lyon.

The second project, also carried out by the Prospect Centre - this time with support from the Employment Department - looked at the development of the Modern Apprenticeship prototypes. The introduction of Modern Apprenticeships can offer significant opportunities for skills competitions in the future. This will be a major task for UK SKILLS during the coming years. The Board has decided that our efforts should be concentrated on a number of selected sectors with the aim of getting skills competitions recognised as a valuable training technique with possible opportunities for providing credit towards S/NVQ.

We have continued to devote considerable time and effort to building partnerships within the education and training network. We greatly value the particular commitment received from Training and Enterprise Councils/Local Enterprise Companies (TECs/LECs), further and higher education colleges, professional bodies, livery companies, the TUC and, not least, the employers who give support in so many different ways. I should like to make special mention of the National Training Partnership, which staged meetings around the country on our behalf. Our thanks also go to the National Council of Industry Training Organisations (NCITO) who jointly organised the national conference *Visions of gold*, a report on which appears on page 11.

We have further developed our ambitious business and marketing plans over the year, together with major new publications. We have achieved considerable success in press coverage, nationally, regionally and locally. This ranged from interest in standards achieved at national level by individuals to the role played by skills competitions in developing excellence, as well as news or features on UK SKILLS' activities as the 'umbrella' body.

The new Skill Olympics National Committee, chaired by Jim Hammer (the UK Technical Delegate), is responsible for all technical matters relating to the selection, preparation and entry of UK teams to the International Youth Skill Olympics. The committee has held a number of meetings and begun preparations for selecting the team for the 1995 competition in France. Membership of this committee comprises senior representatives from industry and vocational education and training.

As will be seen from the financial results for the year, financing the work which we are doing remains a problem. Once again, our thanks are due to the Education and Employment Department for their backing, without which we would clearly be unable to continue. We are also grateful to all our members and associates who give us their support. Securing funding from industry for UK SKILLS is not an easy task. Industry as a whole not unnaturally prefers to support individual competitions rather than the central co-ordinating body and it is interesting, in this connection, to see that currently an estimated £4 million is devoted biennially to the development and operation of the industry-based competitions which provide potential entrants to the Skill Olympics.

A welcome to two new faces in the office: Hilary Jennings, who has joined us as an administrative officer, and Norman Brand, our part-time press consultant.

Finally, my own thanks to the energies, loyalty and dedication of our small team of staff. They in turn are helped increasingly by the growing network, too numerous to mention individually, of those who believe in the motivation, standards of excellence, encouragement and achievement which skills competitions at local, regional and national level undoubtedly provide. Our grateful thanks to them all.

Patricia Snell



*'Evidence suggests that the future competitive success of the UK will be increasingly dependent on employers actively developing their people's skills and potential. Organisations with a genuine commitment to the workforce, fostering their creativity, understanding and involvement in business objectives repeatedly outdistance their rivals in both profits and returns. Taking part in national and international skills competitions is one important way of showing that we, as a nation, are aiming to improve industrial performance by encouraging the highest possible levels of skill.'*

Mary Chapman, Chief Executive,  
Investors in People UK

UK SKILLS has continued in its aim to build up a national framework of high-quality, industry-supported skills competitions. Considerable progress has been made both with existing and new competitions.

The code of practice, incorporating and strengthening the previously agreed conditions and criteria, was published in January 1994 to provide guidance on the expected roles and responsibilities of competition organisers and to encourage good practice. The main requirements are that skills competition organisers should

- gain the commitment of industry
- work closely with relevant industry training organisations
- promote national standards by ensuring that entrants to competitions have or are working towards appropriate Scottish/National Vocational Qualifications (S/NVQ)
- encourage entries from all parts of the United Kingdom and where possible to develop regional and local competitions as preliminaries to national finals
- publicise the benefits of entering competitions to the general public, to employers and to potential competitors.

We have discussed these requirements individually with all competition organisers who have generally welcomed and accepted them as necessary for improving the quality of the competitions. Dialogue continues to assist organisers to meet the code within the time-frame determined by UK SKILLS' Board that the code should be fully implemented by 1997. This means that competitors can only be selected for the 1997 Skill Olympics if nominated by national competitions which have received UK SKILLS' national seal of approval.

In order to address standards for the UK entry to the 1995 Skill Olympics, the Board agreed that competition organisers should certify that, in their opinion, competitors nominated for inclusion in the UK team for Lyon would, with preparatory training, at the very least be capable of reaching the recognised international standard. This followed concern that at the 1993 Skill Olympics many UK competitors failed to achieve a diploma of excellence which represents the accepted minimum international skill standard.



*'I am pleased to see the UK SKILLS team here today. All the members of the team are already winners in their own areas of expertise. I wish them well for next year's Skill Olympics held in Lyon in October.'*

Rt Hon Michael Portillo MP  
Secretary of State for Employment  
National Training Awards ceremony  
13 December 1994

Development of the national framework has been concentrated, initially, on the skills represented in the Skill Olympics. A start has also now been made to extend it to include a wider range of other industry-based competitions in sectors such as the meat trade and retail skills - where no competitions currently exist at the Skill Olympics - and where, clearly, sectors are using competitions as a valuable training mechanism.

The government's recognition of UK SKILLS as the standard-setting body for skills competitions continues to be a key factor in stimulating industry to improve the effectiveness of existing competitions and to develop new ones. Plans are well advanced to organise in 1996 a new vehicle engineering competition, SkillAUTO, embracing five different skills and supported nationally by all the key organisations in the industry.

The engineering manufacture sector is a major priority area for development and UK SKILLS has sought ways in which to raise the understanding and awareness of the key players in the sector. The Engineering Training Authority commissioned a research project looking at current skills competitions in engineering and assessing the level of support from key employers and organisations. It is clear from the report that a fresh approach is needed if competitions are to play a role in future training programmes in this sector.

Fourteen national finals of skills competitions took place between June 1994 and March 1995 from which the 28-strong team for the 1995 Skill Olympics has been selected. Several successful new competitions took place, notably for hairdressing, hospitality, industrial electronics and mechatronics (see the list on page 25).

The 18 team members selected by December 1994 were presented at the National Training Awards ceremony held at the Grosvenor House Hotel in London. Employment Secretary Michael Portillo congratulated them during his speech and their profile was further enhanced by acting as banner carriers during the ceremony. Employment Minister James Paice took part in a team photocall. There was widespread coverage on the team's presence at the ceremony in the regional media (press and local radio) in addition to the trade, education and personnel/training press.

UK SKILLS' policies continue to include industry's acceptance of skills competitions as a valuable means of raising skill standards. We are encouraging industry sectors to introduce an element of competition as a normal part of company training programmes and help establish local, regional and national championships which highlight the competence and achievement of all involved.

Members of the UK team for the 1995 Skill Olympics at Grosvenor House with Employment Minister James Paice (centre) flanked by (left) Martin Jones, Joint Team Leader, blind paralympics sprinter Tracey Hinton (guest of honour) and her running guide, Gary Thomas, and (right) UK SKILLS' Chief Executive Patricia Snell, Chairman, Sir John Cassels, and Archie Sharkie, Joint Team Leader.





*'British Steel's views of the benefits of skills competitions are: they reinforce standards-based training and competence assessment; they allow us to benchmark our standards and outcomes of our training systems against best practice in UK manufacturing and internationally; we believe that a bit of competition and reward for doing well is satisfying to the individual. This is not just an elitist situation - it does help raise the overall standards of training.'*

Bob Avis, Director,  
Human Resources,  
British Steel plc

UK SKILLS commissioned this project in the light of the UK results achieved in Taiwan in 1993 at the International Youth Skill Olympics. The aim was to identify key differences first in the training approach and processes of occupations at which the UK has been less and more successful at the Skill Olympics and, secondly, between the UK and a representative sample of other competing nations. The purpose was to see whether findings would allow performance in the Skill Olympics - more especially the achievement of the minimum standard (500 marks) for the award of a diploma - to provide an international benchmark for skills training.

Four occupations - automotive mechanics, CNC machining, electrical wiring and turning - were chosen for detailed study and a further three - cookery, hairdressing and joinery - were looked at for comparative purposes. Austria, Germany, Korea, the Netherlands and Switzerland were selected to provide the international comparisons.

The most significant conclusion was that the majority of competitor countries regard the main purpose of skills competitions, at both national and international levels, as a contribution to raising skill standards in their own industries. The '500 standard' is seen as the benchmark to be reached by all their competitors and winning medals in the international arena is very much a secondary consideration. UK SKILLS has consistently emphasised that the

main value of skills contests is the resulting rise in standards throughout occupational areas and it is very gratifying to have that message confirmed.

A second finding of the report identified the presence of a 'competition culture' as a major contributory factor for success. This is true both as between countries and as between industry sectors within a country: for instance, the automotive, construction, cookery and hairdressing sectors have all developed such a culture and have a record of success in the Skill Olympics over the years.

The research report included a number of important recommendations covering the standards required in national competitions, the need to ensure that competitions are relevant to current industrial needs, the desirability of links with the NVQ outcomes of Modern Apprenticeships, the selection and training of competition judges (technical experts) and of competitors and, in particular, the critical importance of *work process management* for competitive performance. As reported elsewhere in this review, the Board has accepted these recommendations which we are now actively implementing.



*'It is particularly important that we have the opportunity to match our best against the best in other countries and the International Youth Skill Olympics is the acid test of how we are progressing as a nation. I am also particularly delighted to see that as part of UK SKILLS' code of practice they are committed to promoting national competition standards by ensuring that entrants have or are working towards S/NVQs.'*

Mike Heron, Chairman,  
National Council for  
Vocational Qualifications

Following the Employment Department's announcement recommending industry to develop and introduce Modern Apprenticeships, UK SKILLS felt that a role for skills competitions might well be appropriate. In response to a letter from our chairman, the then Employment Secretary agreed the potential value of competitions within training programmes and encouraged UK SKILLS to approach the Industry Training Organisations (ITOs) and lead Training and Enterprise Councils (TECs) responsible for design and development.

The role of skills competitions within Modern Apprenticeships was a central issue at the one-day conference - *Visions of gold* (see page 11). Having identified eight suitable industry sectors with existing or evolving national skills competitions, UK SKILLS commissioned a study - with support from the Employment Department - to consider the feasibility of linking skills competitions with Modern Apprenticeships in these sectors and the likelihood of industry support for such links.

The findings of the study were somewhat inconclusive because the ITOs concerned were at the time primarily concerned with developing a framework for their Modern Apprenticeships. They were not therefore in a position to consider the delivery of the actual training programmes and the contribution that skills competitions could make towards achieving the high standards

required. Nonetheless, the report indicated that there could be positive opportunities for developing and promoting the value of skills competitions as a training method and motivating factor for those in Modern Apprenticeship programmes, especially if the competitions were designed to incorporate elements of required competences and provide evidence of attainment which could be recognised for NVQs.

The Board has accepted the findings of the feasibility study and, subject to the availability of adequate funding, will continue to work with industry and skills competition organisers and to carry these ideas forward.



*'Industry Training Organisations share with UK SKILLS the common goal of raising the working standards of young people through skills training: NCITO warmly endorses the work which UK SKILLS is doing to promote skills competitions and to encourage young people to attain high standards recognised by the award of Scottish and National Vocational Qualifications.'*

Lindsay Millington, Chair,  
National Council of Industry  
Training Organisations (NCITO)

### TECs and LECs

Training and Enterprise Councils (TECs), which share a number of complementary aims with UK SKILLS, are themselves strong employer-led partnerships for helping to improve the quality of training, to raise skill levels and to achieve the National Targets for Education and Training. They are therefore natural constituencies to help UK SKILLS in promoting the benefits of skills competitions to industry.

Our TEC/LEC Liaison Consultant, Jim Wiltshire, has been continuing our project to develop relationships with TECs and the Scottish Local Enterprise Companies (LECs) and has been in contact with individual TECs and LECs in all regions.

Following a meeting between Sir John Cassels and Sir Michael Bett, Chairman of the TEC National Council, we have established a more regular dialogue both with the council and, thanks to the help of Dr Max Wilson, Managing Director of Hampshire TEC, the TEC Chief Executive Network.

UK SKILLS can to date count on 10 TECs and one LEC as full or associate members.

### Industry Training Organisations

UK SKILLS has always recognised Industry Training Organisations (ITOs) as having a crucial role both in encouraging further employer involvement within their sectors and in confirming competition standards.

We have strengthened our links with ITOs and the National Council of Industry Training Organisations

(NCITO), not least through our joint conference held in November 1994 - *Visions of gold* (see report on page 11).

UK SKILLS and NCITO both see the importance of continuing to promote each other whenever possible and to develop joint promotional messages. NCITO also recognises the need for strengthening the support of individual ITOs for sectoral skill competitions and to ensure fuller participation on organising committees. ITOs can play a vital role in promoting the benefits of skills competitions to employers and training providers within their sectors.

The NCITO Executive Committee and several ITOs are represented on our Competitions Policy Committee. A growing number of ITOs are also actively involved with national competitions, following the recommendation in our code of practice.

### Further education

Support from the further education sector has been shown by the Chief Executive of the Association for Colleges, Ruth Gee, who is keen to help spread UK SKILLS' messages via the AfC network.

At the end of the financial year, plans were well under way to set up an FE group which Nye Rowlands, Principal, Manchester College of Arts and Technology, has agreed to chair. Four colleges are already UK SKILLS' associate members. We also intend to appoint a part-time Colleges Group Co-ordinator.



*'There is a growing awareness among heads of the further education colleges that we must do everything in our power to encourage high skill performance. This college benefited tremendously by hosting two national SkillBuild competitions as they drew the attention of local companies and community groups to the value of further education and this college in particular.'*

Nye Rowlands, Principal,  
Manchester College of Arts  
and Technology

### Livery companies

Livery companies have for long supported improvements in occupational and technical skills, particularly for young people. LOGVEC (Livery October Group Vocational Education Committee, initiated by the Lord Mayor of London in October 1993) aims to enhance their effort in contributing to improve the nation's vocational skills base.

The Clothworkers' Company has taken the lead in supporting UK SKILLS' main aims. As a result of this and the LOGVEC initiative, we set up a Livery Companies Liaison Group towards the end of 1994 to explore ways of developing and maintaining contacts between UK SKILLS and livery companies in the interest of raising skill standards throughout UK industry. The group is chaired by Mr Rob Waters (Masons' Company).

Sir John Cassels was invited to chair a major livery companies seminar on training issues at the Guildhall in May 1995 at which Sir Geoffrey Holland, Vice Chancellor of Exeter University, was to be the keynote speaker. The Chief Executive also received an invitation to lead a discussion group on our activities.

### Future developments

Preliminary discussions also took place with the TUC and in due course it is planned to establish groups for trade unions as well as for employers.

All these collaborations with groups whose aims are broadly similar to UK SKILLS' - in wanting to see higher performance standards and a better-qualified workforce - are intended to help promote industry-based competitions at local, regional and national levels across all sectors.



Matthew Swift of British Aerospace Defence, winner of the 1995 title 'Top Technician of the Year - in Industrial Electronics'

Our 1994 annual report, the first in the new format and published in September 1994, was well received and has proved to be a valuable resource in itself, both as an introduction to UK SKILLS' work and an outline of how the Skill Olympics are organised.

In spring 1995 *Cracking the code* was published, a new title designed to help competition organisers by providing guidelines on implementing the code of practice. It complements the *Code of practice* for skills competition organisers and *Celebrating achievement*, part of our new range of publications introduced in March 1994.



#### The full range now comprises:

- *Encouraging British excellence* (general information on UK SKILLS and its aims)
- *All about the Skill Olympics* (facts about the International Youth Skill Olympics)
- *Skills competitions in the UK 1994-95* (list of competitions and contacts)
- *UK SKILLS & the 1993 Skill Olympics team - contributors and supporters*
- *Skills competitions - what next?* (benefits for employers, Industry Training Organisations, TECs/LECs, and other training organisations)
- *Planning for the future* (outline of UK SKILLS' five-year plan and membership details)
- *Introducing UK SKILLS* (executive summary of Planning for the future)
- *Code of practice* (guidance on standards for a national framework of skills competitions)
- *Celebrating achievement - guidance on skills competitions* (benefits of competitions and examples of good practice)
- *Cracking the code - an annotated guide to the UK SKILLS code of practice for skills competitions*

#### Video

Production started on a new video, commissioned from Bel Productions, intended to promote the benefits of skills competitions to industry. The production team recorded at the SkillBuild and Skill Electric finals in June 1994 and at the *Visions of gold* conference in November 1994. The target completion date is early 1996, set to coincide with the main launch of Modern Apprenticeship programmes.

#### Events

##### Visions of gold - 9 November 1994

A major event in UK SKILLS' calendar was the *Visions of gold* conference held in London in November to celebrate the launch of modern apprenticeships.

The conference, jointly organised by UK SKILLS and NCITO, with the theme 'Compete to win with a Modern Apprenticeship' looked at the links between skill competitions, NVQs and apprenticeships and the way that all of these can help to raise the quality of training.

More than 130 delegates from a wide range of industry, training and education interests around Britain, together with representatives of the educational and trade press and broadcasting, attended to hear the distinguished array of speakers. They were:

Bob Avis, Director of Human Resources at British Steel; Brendan Barber, Deputy General Secretary, TUC; Alan Benjamin, Chairman of Alphameric plc; Sir John Cassels, UK SKILLS chairman; Duncan Goodhew, Olympic gold medallist; Mike Heron, Chairman of the National Council for Vocational Qualifications and The Post Office; Dr Ian Johnston, Director General, Training, Enterprise and Education Directorate, Employment Department; Prue Leith, restaurateur and UK SKILLS Board member; and Lindsay Millington, Chair of NCITO.

The conference was held at the Sedgwick Centre, Aldgate, London E1.



'Visions of gold' speakers Sir John Cassels, Lindsay Millington and Alan Benjamin

##### Members' photocall and reception

On 29 June 1994 Employment Minister Ann Widdecombe met representatives from industry, TECs/LECs, industry training organisations and further education colleges who were among the first to subscribe as associates or members of UK SKILLS. Following a photocall at the Employment Department's offices at Caxton House, Westminster, the Minister thanked those present for their commitment to UK SKILLS' drive to boost the standards of industrial skills to world-class levels. Afterwards Sir John Cassels hosted a luncheon at which he expressed his great appreciation of the support of all the organisations subscribing.

##### TEC seminars

The National Training Partnership, an associate member of UK SKILLS, kindly hosted meetings in London and Sheffield during May 1994 at which UK SKILLS Chairman and Chief Executive made presentations to staff from 16 TECs.

##### Overseas visitors

Drs Cees Beuk, President of the International Organisation for the promotion of Vocational Training (IVTO) was invited to London on 4-5 May 1994 to attend the presentation of the 1994 Young Chef/Young Waiter of the Year awards at the Grosvenor House Hotel. He visited UK SKILLS offices to discuss international matters, including European developments, with Sir John Cassels and UK SKILLS' Chief Executive and staff.

On 25-26 May, UK SKILLS received two visitors from Korea: Mr Kwon Do Yong, Managing Director for Manpower, Korea Manpower Agency (representing the Official IVTO Delegate for Korea), and Mr Zae Zung Kim, Chairman of IVTO Technical Committee and Korea Technical Delegate. They met their UK counterparts, Sir John Cassels and Jim Hammer, as well as Patricia Snell and staff. Arrangements were also made for them to visit City & Guilds, NCVQ and the Department for Education.

Other visitors during the year included Mr Horace Knight, Executive Director of the Vocational Training Council, Hong Kong, who met UK SKILLS' Chairman and Chief Executive in June 1994 and Mr Tjerk Dusseldorp, Official Delegate for Australia, who visited London in March 1995.



Representatives of UK SKILLS' members and associates with Employment Minister Ann Widdecombe (centre) at Caxton House in June 1994.

Two classes of membership (Ordinary and Benefactor) and two of associateship (Subscribers and National Skills Competition Organisers) have been introduced. Members and associates are entitled to attend and take part in discussions at general meetings of the Company, but only members are entitled 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 financial year the following had joined UK SKILLS as either members or associates:

#### Members

- The Clothworkers' Foundation
- London East TEC
- Sheffield TEC
- City and Inner London North TEC
- Leeds TEC
- Engineering Construction Industry Training Board
- Calderdale and Kirklees TEC

#### Associates

- British Steel plc
- GEC plc
- The Post Office
- Whitbread plc
- National Training Partnership
- Hampshire TEC
- Essex TEC
- Lothian and Edinburgh Enterprise Ltd
- Manchester TEC
- North Glasgow College
- Cumbria TEC
- Manchester College of Arts and Technology
- Construction Industry Training Board (Northern Ireland)
- JT Ltd
- Leeds College of Building
- Bradford and Ilkley Community College
- Tyneside TEC

In 1994 UK SKILLS adopted an activity-based system of accounting, allocating expenditure between the five main areas of activity and corporate management. The areas of activity were:

1. Establishment of a national framework of skills competitions
2. Feedback of information on national and international performance through benchmarking/work process management project
3. UK SKILLS' final selection, briefing and co-ordination of the UK team for the Skill Olympics
4. Promotion of the International Youth Skill Olympics (IYSO)
5. Representation on IVTO.

In expansion of the accounts at page 20, an analysis of expenditure on each of these areas of activity is shown below



Total expenditure £307,803

- 36% National framework
- 5% Benchmarking
- 10% UK team
- 2% IYSO promotion
- 8% IVTO representation
- 39% Corporate management

An analysis of expenditure on the main account headings is shown below:



Total expenditure £307,803

- 51% Salaries
- 17% Office costs/meetings/travel
- 3% Professional services
- 12% Publicity/PR
- 10% Projects
- 7% IVTO/ UK team selection



*'The National Targets for Education and Training, which have recently been updated to take us into the 21st century, give firm goals for raising Britain's skills. Looking at young people's performance in skills competitions - both national and international - is an excellent way of focusing on the underlying purpose of the National Targets in raising the competitiveness of British industry.'*

Peter Davis, Chairman,  
National Advisory Council for Education and  
Training Targets

The primary tasks for the next few years will continue to be build on what has been achieved to provide quality control and gain public recognition for top-class skills competitions. This will mean:

- monitoring the quality of skills competitions to ensure that they reflect current working practices, techniques and the standards laid down in the code of practice
- developing criteria for the award of a UK SKILLS' national seal of approval as a 'kitemark' of quality
- promoting the development and use of work process management
- working with Industry Training Organisations on the development of skills competitions which can be used within Modern Apprenticeship training programmes
- strengthening links with industry and TECs/LECs to promote the value of skills competitions as a training technique which provides motivation, encourages excellence and acts as a benchmark
- investigating ways of securing partial accreditation for S/NVQ through participation in skills competitions carrying UK SKILLS' national seal of approval
- maintaining links with government training initiatives, such as National Training Awards and Investors in People UK to provide greater recognition for those taking part in skills competitions.

We plan, during the next 12 months, to introduce systems for providing feedback on relative performance in national competitions, to provide help on the training of competition judges so that they may be accepted as NVQ verifiers, and to continue to build up a national framework of approved competitions.

On the international front, we shall pursue the development of European skills competitions and continue to work closely with the International Organisation for the promotion of Vocational Training.



### Competitions Policy Committee (1994-95)

**Dr Nicholas Carey (Chairman)**  
Director-General, City and Guilds of  
London Institute, Board member

**Mr Jim Hammer CB**  
Board Member, Chairman, Skill  
Olympics National Committee

**Mr Alan Goldsbro**  
Executive Committee member, National  
Council of Industry Training  
Organisations

**Mr Michael Harris**  
Clerk to The Clothworkers' Company

**Mrs Lesley Jelly**  
Qualifications and ITOs Branch,  
Employment Department

**Representatives from industry  
training organisations:**

**Mr David Hurst**  
Chief Executive, Electrical Installation  
Engineering Industry Training  
Organisation

**Mr Ray Lee**  
Director, Motor Industry Training  
Standards Council

**Mrs Sue Peacock**  
Head of External Affairs and Policy,  
Engineering Training Authority

**Mr Mike Fellowes**  
Marketing Director, Hotel and Catering  
Training Company

**Mr David Hall**  
Regional Manager, Construction  
Industry Training Board

**Mr Bob Woodhouse**  
Hairdressing Training Board

**Representative skills  
competition organisers**

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

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

**Dr Brian Kington**  
Consultant, IBM United Kingdom Ltd  
(Information Technology)

**Mr Paul Lippett**  
Director, Joint Industry Board for  
Plumbing Mechanical Engineering  
Services in England and Wales  
(Plumbing)

**Mr Frank Popplewell**  
Managing Director, Yamazen Ltd  
(Engineering/Manufacturing)

### Skill Olympics National Committee (1994-95)

**Chairman: Mr Jim Hammer CB**

**Sector 1 - Production Engineering**  
Fitting, Press Tool Making,  
Turning/CNC, Milling/CNC,  
Mechatronics, Engineering Drafting  
(CAD), Die Making for Plastics

**Sector representative:**  
**Mr Mike Portway**  
Senior Lecturer,  
University of Hertfordshire

**Sector 2 - Vehicle Engineering**  
Automotive Mechanics, Autobody  
Repair, Heavy Automotive Mechanics,  
Agricultural Mechanics

**Sector representative:**  
**Mr Mike Allmond**  
Director, Retail Motor Industry Training

**Sector 3 - Engineering Services**  
Welding, Sheet Metalwork, Plumbing,  
Wood Patternmaking, Constructional  
Steelwork, Refrigeration Techniques

**Sector representative:**  
**Mr Nigel Bowden**  
Manager, Training Operations,  
Engineering Construction Industry  
Training Board

**Sector 4 - Construction**  
Bricklaying, Stonemasonry,  
Painting and Decorating, Plastering,  
Cabinet Making, Joinery, Carpentry,  
Wall & Floor Tiling

**Sector representative:**  
**Mr Geoffrey Parkinson**  
Head of Construction Crafts Dept,  
Construction Industry Training Board  
(Northern Ireland)

**Sector 5 - Consumer Services**  
Jewellery, Ladies' Hairdressing, Men's  
Hairdressing, Cookery, Waiting

**Sector representative:**  
**Mr Ian Credland**  
formerly Principal,  
Henley College, Coventry

**Sector 6 - Electrical/Electronics**  
Commercial Wiring, Industrial  
Wiring, Industrial Electronics,  
Information Technology

**Sector representative:**  
**Mr Barry Davis**  
Executive Councillor, AEEU  
**Industry representatives:**  
**Mr Dennis Knowles**  
Technical Training Manager, Centrex

**Mr Ray Prosser MBE**  
Skills Training Project Manager,  
British Aerospace Defence Ltd

**Mr Nicholas Mobbs**  
Manager, The Imperial Hotel,  
Great Yarmouth

**Team Leaders:**  
**Mr Archie Sharkie MBE**  
Industrial Liaison Officer,  
North Glasgow College

**Mr Martin Jones**  
Lecturer, Derby Tertiary College

Opposite page of photographs

1

Dr Nicholas Carey

2

Brendan Barber & Julian Crozier

3

Sir John Cassels & Jim Hammer

4

Prue Leith

5

Professor Cyril Hilsum

6

Barney Gibbens & Derek Lindop

7

Patricia Snell, David Bartley  
& Neill Schofield

8

Peter Rainbird

9

Lex Gold

10

Jim Newell

11

Bill Brignall

**Sir John Cassels CB (Chairman)**

Director, National Commission  
on Education

**Mr Brendan Barber**

Deputy General Secretary,  
Trades Union Congress

**Mr David Bartley**

Chairman and Managing Director,  
C J Bartley & Co Ltd

**Mr Bill Brignall**

Director, Engineering & Environment,  
British Steel Technical

**Dr Nicholas Carey**

Director-General, City and Guilds  
of London Institute

**Mr Julian Crozier**

Chief Executive, Training &  
Development Agency, Northern Ireland

**Mr Barney Gibbens OBE FCA**

(Company Secretary) Formerly  
Chairman, Sema Group plc  
Founder of the Worshipful Company  
of Information Technologists

**Mr Lex Gold**

Director, CBI Scotland

**Mr Jim Hammer CB (UK  
Technical Delegate)**

Formerly Deputy Director-General,  
Health and Safety Executive,  
Chairman, National Accreditation  
Council for Certification Bodies

**Prof Cyril Hilsum CBE FRS**

Corporate Research Adviser, GEC plc

**Prue Leith OBE**

Managing Director, Leith's Ltd, NCVQ  
Council member, Chairman-elect,  
Royal Society of Arts

**Mr Derek Lindop**

Managing Director, Lindop Brothers  
(Queensferry) Ltd, President, Retail  
Motor Industry Federation

**Mr Jim Newell**

Human Resources Director, British  
Aerospace Defence Ltd

**Mr Peter Rainbird**

Chairman and Chief Executive,  
The Rainbird Group plc,  
Chairman, Essex TEC

**Mr Neill Schofield**

Director, Training Infrastructure  
and Employers Division,  
Employment Department

**UK SKILLS staff**

**Miss Patricia Snell**  
Chief Executive

**Mr Jonathan Freeman**  
Communications Manager

**Mr David Innes-Wilson**  
Administration Manager

**Miss Hilary Jennings**  
Administrative Officer

**Mrs Mary Johnson**  
Secretary to Chairman  
and Chief Executive

**Mr Charles Turner**  
Competition Framework  
and Team Manager

**Part-time**

**Mr Norman Brand**  
Press Consultant

**Mr Basil Henson**  
Projects Manager



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11

## Directors and professional advisers

### Directors

Sir John Cassels CB *Chairman*  
 Dr N A D Carey  
 N Schofield  
 J D G Hammer CB  
 D Bartley  
 B J Gibbens OBE FCA *Secretary*  
 Prof C Hilsum CBE  
 P M Leith OBE  
 W H Brignall  
 J S Crozier  
 P C Rainbird  
 D J Lindop  
 B P Barber  
 A M Gold  
 J Newell

### Registered office

1 Giltspur Street, London EC1A 9DD

### Bankers

The Royal Bank of Scotland Plc,  
 67 Lombard Street, London  
 EC3P 3DL

### Auditors

Smith & Williamson, 1 Riding House  
 Street, London W1A 3AS

### Solicitors

Bates, Wells & Braithwaite,  
 61 Charterhouse Street,  
 London EC1M 6HA

### Charity registration number

1001586

### Company registration number

2535199

### Directors' report

The directors have pleasure in submitting their report and audited accounts for the financial year ended 31 March 1995. The accounts are shown on pages 20 to 24.

### Results

The directors consider the state of the company's affairs to be not unsatisfactory. Although the accounts show a deficit of £30,754 in the year compared with a surplus of £203,579 in 1993/94, it should be noted that this surplus included exceptional donations from the Clothworkers' Foundation and CILNTEC, totalling £185,000, and an amount of £51,887 in respect of input VAT recovered following registration.

### Activities and future developments

The principal activities of the company in 1994/95 are described elsewhere in this report. An indication of future developments is given on page 14.

### Board of directors

The following held office as directors during the year:

#### Chairman:

Sir John Cassels CB

#### Nominated directors:

Dr Nick Carey (C&G)  
 Neill Schofield (ED)  
 (nominated 11 May 1994)

#### Elected directors:

Brendan Barber  
*(appointed 1 March 1995)*  
 David Bartley  
 Bill Brignall  
 Julian Crozier  
 Barney Gibbens OBE  
 Lex Gold  
*(appointed 1 March 1995)*  
 Jim Hammer CB  
 Rosemary Harper  
*(resigned 28 February 1995)*  
 Prof Cyril Hilsum CBE  
 Bill Jordan CBE  
*(resigned 6 February 1995)*  
 Prue Leith OBE  
 Derek Lindop  
*(appointed 21 September 1994)*  
 Jim Newell  
*(appointed 1 March 1995)*  
 Peter Rainbird

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

In accordance with the revised Articles of Association, David Bartley, Barney Gibbens, Jim Hammer and Cyril Hilsum 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 4 to the accounts.

### Auditors

The auditors, Smith & Williamson, were appointed by the directors to fill a casual vacancy left by the resignation of Price Waterhouse. They 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, 1 November 1995*

### 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.

### Smith & Williamson Chartered Accountants

We have audited the accounts on pages 20 to 24 which have been prepared under the historical cost convention and the accounting policies set out on page 22.

### Respective responsibilities of directors and auditors

As described on page 18 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 1995 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

1 November 1995

No 1 Riding House Street  
 London W1A 3AS

**Notes to the accounts for the year ended 31 March 1995****1. Accounting policies****Accounting convention**

The financial statements are prepared under the historical cost convention and in accordance with applicable Accounting Standards.

**Grants**

Grants received during the year are taken to income in the year, except where the grants are to be allocated to specific expenditure not incurred in the year.

**Membership income**

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

**Depreciation**

Computer and office equipment are fully depreciated in the year of acquisition.

**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. Operating (deficit)/surplus**  
is stated after charging/(crediting)

|                                         | 1995     | 1994     |
|-----------------------------------------|----------|----------|
|                                         | £        | £        |
| Auditors' remuneration                  | 2,500    | 4,000    |
| Hire of other assets - operating leases | 22,909   | 22,362   |
| V.A.T. recovered                        | (11,932) | (51,887) |
| Depreciation                            | 1,090    | 3,110    |

**3. Staff costs**

Three members of staff other than the directors are under contract to City and Guilds of London Institute but are on secondment to the company. The total staff costs borne by the company are as follows:

|                       | 1995           | 1994           |
|-----------------------|----------------|----------------|
|                       | £              | £              |
| Wages and salaries    | 138,996        | 125,009        |
| Social security costs | 12,465         | 11,208         |
| Other pension costs   | 5,384          | 4,724          |
|                       | <u>156,845</u> | <u>140,941</u> |

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

|                       |   |   |
|-----------------------|---|---|
| Office and management | 6 | 5 |
|-----------------------|---|---|

No remuneration was paid to the directors during the year.

**4. Fixed assets**

|                      | Computers &<br>office equipment |
|----------------------|---------------------------------|
|                      | £                               |
| Cost                 |                                 |
| At 1 April 1994      | 10,978                          |
| Additions            | 1,090                           |
| At 31 March 1995     | <u>12,068</u>                   |
| Depreciation         |                                 |
| At 1 April 1994      | 10,978                          |
| Charges for the year | 1,090                           |
| At 31 March 1995     | <u>12,068</u>                   |
| Net Book Value       |                                 |
| At 31 March 1995     | <u>-</u>                        |
| At 31 March 1994     | <u>-</u>                        |

**5. Debtors**

|                                | 1995          | 1994          |
|--------------------------------|---------------|---------------|
|                                | £             | £             |
| Trade debtors                  | 52,780        | 3,791         |
| Prepayments and accrued income | 14,804        | 10,573        |
| Other debtors                  | 1,281         | 4             |
| V.A.T.                         | 2,449         | 8,933         |
|                                | <u>71,314</u> | <u>23,301</u> |

## 6. Creditors: Amounts falling due within one year.

|                                                        | 1995          | 1994          |
|--------------------------------------------------------|---------------|---------------|
|                                                        | £             | £             |
| Trade creditors                                        | 11,799        | 12,467        |
| Other creditors including taxation and social security | 1,947         | -             |
| Accruals and deferred income                           | 61,635        | 5,958         |
|                                                        | <u>75,381</u> | <u>18,425</u> |

## 7. 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.

## 8. Income and expenditure account

|                                | 1995           | 1994           |
|--------------------------------|----------------|----------------|
|                                | £              | £              |
| At 1 April 1994                | 414,550        | 210,971        |
| (Deficit)/surplus for the year | (30,754)       | 203,579        |
| At 31 March 1995               | <u>383,796</u> | <u>414,550</u> |

## 9. Taxation

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

## 10. Pensions

The three employees of the company on secondment from the City and Guilds of London Institute are members 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 actuarial valuation as at 1 October 1991, are charged to the Income and Expenditure account on a basis which spreads the expected costs of benefits over the average remaining service lives of employees in the scheme. Pension costs are therefore included in the accounts in accordance with the provisions of SSAP 24.

## 11. Operating lease commitments

|                                            | 1995           | 1994           |
|--------------------------------------------|----------------|----------------|
|                                            | £              | £              |
| Lease commitments expiring within one year |                |                |
| Land and buildings                         | <u>£23,171</u> | <u>£22,909</u> |

## 25/SKILLS COMPETITIONS PROVIDING NOMINATIONS FOR THE UK TEAM FOR THE 33RD INTERNATIONAL YOUTH SKILL OLYMPICS 1995

**'Best of British' Engineering Skills Competition**  
Organised by: 'Best of British' Council (British Aerospace Defence Ltd (Military Aircraft Division), Engineering Employers Federation, EnTra, Gauge & Toolmakers Association, Machine Tool Technologies Association, Metcom) and sponsored by Altus Engineering, Bridgeport Machines Ltd, BSA Tools Ltd, Charmilles Technologies Ltd, Cincinnati Milacron UK Ltd, Diemould Service Co Ltd, Metalworking Production Magazine.

**Skills covered:** fitting, turning, milling, CNC machining, die making for plastic.

**National finals held:** EnTra Training Centre, Sheffield. 24-27 October 1994.

**Contact:** Mr Richard Griffiths, Technical Manager, Machine Tool Technologies Association, 62 Bayswater Road, London W2 3PS. Tel: 0171-402 6671, Fax: 0171-724 7250.

**National Patternmaking Skills Competition**  
Organised by: The Institute of British Foundrymen and sponsored by IBF West Midlands Branch, Pattern Model and Mould Manufacturers Association, South Staffordshire Training, supported by BCIRA, BOC Ltd, CompAir Reavell, Dupont Harper Foundries, Glencast, The Grinding Centre, Glasgow, D Lewis, Thurton Foundries.

**Skill covered:** patternmaking.

**National finals held:** Sandwell College, Birmingham. 10-13 October 1994.

**Contact:** Mr Guy Schofield, Secretary, Institute of British Foundrymen, Bordesley Hall, The Holloway, Alvechurch, Birmingham B48 7QA. Tel: 01527 596100, Fax: 01527 596102.

**National Automotive Technician Competition**  
Organised by: Centrex (RTITB Services Ltd), sponsored by Snap-on Tools, Sun Electric UK Ltd, The Institute of Road Transport Engineers, Autodata, Balco, Bridge Engineering/Garage Equipment Maintenance, Compair Autopower, Gemco, Hornell Speedglas, Kärcher, Klann Tools, Omitec Instrumentation, Welding Star, BRS Logistics, ERF Ltd, Fiat UK Ltd, Ford Motor Company Ltd, Greenhous Leyland Daf Ltd, Hartshorne (Shrewsbury) Ltd, Honda UK Ltd, Hylton Ltd, Iveco Ford Truck Ltd, Leyland Daf Ltd, Renault VI Ltd, Ryder plc, Toyota GB Ltd.

**Skills covered:** automotive mechanics, heavy automotive mechanics.

**National finals held:** Centrex Training and Conference Centre, Telford. 5 September 1994.

**Contact:** Mr Dennis Knowles, Technical Training Manager, Centrex Training and Conference Centre, High Ercall, Telford TF6 6RB. Tel: 01952 770441, Fax: 01952 770926.

**Skill Electric**  
Organised by: Electrical Contractors' Association sponsored by Legrand Electric Ltd.

**Skill covered:** Commercial wiring.

**National finals held:** ElectroTech '94, NEC, Birmingham. 20-24 June 1994.

**Contact:** Mr David Hurst, Chief Executive, Electrical Installation Engineering, Industry Training Organisation, ESCA House, 34 Palace Court, London W2 4HY. Tel: 0171-229 1266, Fax: 0171-221 7344.

**SkillBuild**  
Organised by: SkillBuild '94 and sponsored by B&CE Benefit Schemes, Construction Industry Training Board, Manchester College of Arts and Technology, Training, Enterprise and Education Directorate (NVQ/SVQ) supported by Alfred Hulmes of Brinscall, Avon TEC, Barings Ltd, Barnsley/Doncaster TEC, Bedfordshire TEC, British Furniture Manufacturers Ltd, British Furniture Trade Joint Industrial Council, British Gypsum, Brunel College of Arts and Technology, Building Employers Confederation, Bureau de Promotion des Industries du Bois, Cambridgeshire TEC, Cookson PCI Construction Products Ltd, Coventry & Warwickshire TEC, Crown Berger Ltd, Croydon College, Darlington College of Technology, Devon & Cornwall TEC, Dorset TEC, Dudley College, East Lancashire TEC, East Lancashire TEC, Essex TEC, Federation of Master Builders, Gartmore Pension Fund Managers Ltd, Gloucestershire TEC, Greater Nottingham TEC, Guild of Bricklayers, Gwent TEC, Hampshire TEC, Henkel Chemicals Ltd, Institute of Carpenters, Institute of Machine Woodworking

Technology, Kent TEC, Lanarkshire Development Agency, Leeds College of Building, Leicestershire TEC, London Brick Company, Manchester TEC, Manchester Wall & Floor Tiling, Mastic Asphalt Council & Employers Federation, Metrotec (Wigan) Ltd, Mid Glamorgan TEC, Midland Bank plc, Mobac Construction, National Association of Shopfitters, National Contractors Group, National Association of Roofing Contractors, National Joint Council for the Building Industry, Norfolk & Waveney TEC, Norris Joinery Ltd (Bolton), North West England TEC Group, North Yorkshire TEC, Painting Craft Teachers Association, Renfrewshire LEC, Scottish Building Employers Federation, Solotec, South & East Cheshire TEC, Stanley Tools, Stone Federation of Great Britain, Suffolk TEC, Thames Valley Enterprise Ltd, Ticon, Tyneside TEC, University of Luton, Wakefield TEC, Wigan & Leigh College, Worshipful Company of Masons, Worshipful Company of Plasterers.

**Skills covered:** bricklaying, stonemasonry, painting and decorating, plastering, cabinet making, joinery, carpentry, machine woodworking, mastic asphalt, roof slating and tiling, wall and floor tiling.

**National finals held:** Manchester College of Arts and Technology. 22-25 June 1994.

**Contact:** Mrs Denise Marsh, SkillBuild, Sussex House, Grange Road, Uckfield, East Sussex TN22 1QU. Tel: 01825 767454, Fax: 01825 765471.

**Joint Industry Board Vocational Plumbing Competition**  
Organised by: Joint Industry Board for Plumbing Mechanical Engineering Services Ltd and sponsored by BOC Gases Ltd, British Plumbers Employers Council (Training) Ltd, British Steel plc - Tubes and Pipes, BSD Steel Service Centres, Building Employers Confederation, Bullfinch (Gas Equipment) Ltd, Calor Gas Ltd, Caradon Mira Ltd, Caradon Twyford Ltd, Construction Industry Training Board, Copper Development Association, Hepworth Building Products, Hilmor Ltd, IBP-Conex Sanbar Ltd, IMI Yorkshire Copper Tube, IMI Yorkshire Fittings Ltd, Institute of Plumbing, Lead Sheet Association, National Association of Plumbing Teachers, Nobleweld, Peterborough Regional College, Rothenberger (UK) Ltd, Sifbronze Ltd, Wednesbury Tube.

**Skill covered:** plumbing.

**National finals held:** Peterborough Regional College. 14-17 March 1995.

**Contact:** Mr Laurie Croft, Director of Training, JIB for Plumbing Mechanical Engineering Services, Brook House, Brook Street, St Neots, Cambs. PE19 2HW. Tel: 01480 476925, Fax: 01480 403081.

**Hospitality Skills**  
Organised by: Hospitality and Leisure Manpower Ltd and sponsored by Hotel and Catering Training Company, Leicestershire TEC, NEC Birmingham, Savoy Educational Trust.

**Skills covered:** cookery, waiting.

**National finals held:** Hospitality Week, NEC, Birmingham. 25 January 1995.

**Contact:** Mrs Rachel Pearson, Communications Manager, Hospitality and Leisure Manpower Ltd, Burgoine House, Burgoine Quay, 8 Lower Teddington Road, Hampton Wick, Kingston upon Thames KT1 4ER. Tel: 0181-977 4419, Fax: 0181-977 5519.

**UK Fine Jewellery Competition**  
Organised by: Worshipful Company of Goldsmiths.

**Skill covered:** jewellery and diamond mounting.

**National finals held:** Sir John Cass College, London. 26 March 1994.

**Contact:** Ms Joanna Gilbert-Sparks, Design and Technology, Worshipful Company of Goldsmiths, Goldsmiths' Hall, Foster Lane, London EC2V 6B. Tel: 0171-606 7010, Fax: 0171-606 1511.

**SkillHair UK**  
Organised by: Hairdressing Training Board and sponsored by Alberto Culver, Association of Hairdressing Teachers, Bedfordshire TEC, Comby, Birmingham TEC, Clairrol, Denroy International, Embassy (Hasletts) Essex TEC, Goldwell Cosmetics, Hairdressing Training Board, KMS, L'Amar, Leeds TEC, L'Oreal, Matrix, National Hairdressers'

Federation, QUALITEC, Rand Rocket, Redken, Renbow, Salon Services, Sponsoring Organisation for International Hairdressing Competitions, Schwarzkopf, Wahl, Wella GB, Zotos.

**Skills covered:** ladies' hairdressing, men's hairdressing.

**National finals held:** Winter Gardens, Blackpool. 19-20 March 1995.

**Contact:** Mr Bob Woodhouse, 2 The Belfrey, West Hill, East Grinstead, West Sussex RH19 4EP. Tel and Fax: 01342 324523.

**Young IT Technician of the Year**  
Organised by: YITTY Board with support and sponsorship from National Association of ITes, National Association for Information Technology in Further Education, National Association of Teleworkers, IBM UK Ltd, Information Technology Industry Training Organisation, Basildon ITec, Worshipful Company of Information Technologists, City and Guilds, Autodesk, Basildon Council, Electronic Office, Essex TEC, Lotus, Microsoft, People in Technology.

**Skill covered:** information technology.

**National finals held:** Basildon ITec, Basildon. 21-24 November 1994.

**Contact:** Dr Brian Kington, 11 Lakewood Road, Chandlers Ford, Hants SO5 1ER. Tel: 01703 265938.

**Young Agricultural Mechanic of the Year**  
Organised by: Evesham College and sponsored by HAWTEC.

**Skill covered:** Agricultural Mechanics.

**National finals held:** Evesham College. 28-29 November 1994.

**Contact:** Mr John Pedley, Head of Agriculture & Horticulture, Evesham College of Further Education, Cheltenham Road, Evesham, Worcs WR11 6LP. Tel: 01386 41091, Fax: 01386 442041.

**Top Technician - in Industrial Electronics**  
Organised by: The Institution of Electrical Engineers and The Institution of Electronics and Electrical Incorporated Engineers, sponsored by Avery Berkel, British Aerospace Defence Ltd (Dynamics Division), Bumpstead Engineering, Defence Research Agency, EEV Ltd, Farnell Electronic Components Ltd, The General Electric Company plc, The Gooding Group, The Institution of Electrical Engineers, The Institution of Electronics and Incorporated Electrical Engineers, Kent TEC, Norfolk and Waveney TEC, Oxford Instruments UK Ltd, Ralac Group Services Ltd, RS Components Ltd.

**Skill covered:** industrial electronics.

**National finals held:** EEV Training Centre, Chelmsford. 20-23 March 1995.

**Contact:** Mr Graham Guest, Manager, Qualifications, The Institution of Electronics and Electrical Incorporated Engineers, Savoy Hill House, Savoy Hill, London WC2R 0BS. Tel: 0171-836 3357, Fax: 0171-497 9006.

**National Mechatronics Challenge**  
Organised by: Oaklands College, Herts, in association with the University of Hertfordshire.

**Skill covered:** mechatronics.

**National finals held:** University of Hertfordshire. 26-28 March 1995.

**Contact:** Mr Ray Prosser MBE, 21 Pill Way, Clevedon, Avon BS21 7UW. Tel: 01275 873495.

**UK Refrigeration Youth Skill Competition**  
Organised by: British Refrigeration Association, Air Conditioning and Refrigeration Industry Board and North Glasgow College.

**Skill covered:** refrigeration techniques.

**National finals held:** North Glasgow College. 21-22 March 1995.

**Contact:** Mr Roger Bradley, Projects Manager, British Refrigeration Association, Sterling House, 6 Furlong Road, Bourne End, Bucks SL8 5DG. Tel: 01628 531186, Fax: 01628 810423.



## UK • SKILLS

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1 Giltspur Street, London EC1A 9DD  
Tel: 0171 294 2420 Fax: 0171 294 2430