#### **MEMBERS OF THE EXECUTIVE BOARD (Zurich Nov 2000)**

#### PRESIDENT'S REPORT REGARDING UAE 2003

At my request, Daniel Sommer has circulated a report to members of the EB on what he believes are the lessons to be drawn from the withdrawal of the UAE from hosting the 2003 Competition, and also to set out alternative options for discussion at the Board meeting.

While our focus should now be on the alternative options for 2003, I think we need as clear an understanding as possible about what occurred in relation to the UAE decision so that we avoid such a situation in the future.

Daniel Sommer points out that his analysis is a preliminary one, and is restricted to assisting us deal with the present situation. But, by omitting many important steps in the chronology of events, his account presents a less than complete and candid picture of what has in fact occurred.

From a careful review of the written record, I have been able to document a more complex and accurate picture that reveals the different expectations, motivations and approaches adopted by the various parties involved in the negotiations leading up to UAE's stated withdrawal.

Important questions arise around the following (issues) to do with the relationship between WorldSkills and a member before and after the awarding of the right to host a competition:

- 1. The accountability of the Sec. General to the EB and to the President
- 2. The delegated authority of the President to carry out Board decisions
- 3. The delegated power of the Board to carry out GA decisions
- 4. Transparent "due diligence" processes and decision-making steps in the awarding of hosting rights for the WorldSkills Competition (including the roles of the Vice Presidents who chair the Administrative and Technical Committees).
- 5. The respective rights and responsibilities of WorldSkills (IVTO) and a member organisation hosting a WorldSkills event.
- 6. Policies and procedures to avoid real or apparent "conflict of interests"

Proposal: That a sub-committee of the Board made up of the President, the Vice President and Chairman of the Administrative Committee, and the Vice President of Special Affairs and Treasurer prepare a report and recommendations on the six issues in time for the next meeting of the Executive Board.



#### **CONFIDENTIAL TO EXECUTIVE BOARD MEMBERS**

#### <u>Relevant events and decisions leading up to the GA in Montreal</u> in November 1999: (in date order)

Note: Any decision of the Executive Board (or a formally constituted committee) is highlighted in **bold**.

#### October 1996:

UAE admitted as a member at the GA meeting in South Africa. (Note:UAE does not pay its initial membership fee until May 1998).

#### 2.9.98:

Brazil withdraws offer to host the competition in 2003 at the GA meeting in Sao Paulo, Brazil. Members are invited to submit hosting proposals.

#### 11.9.98:

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Sommer writes to the UAE Official Delegate asking whether the UAE is interested to host 2003. He states that he is "personally prepared to spend time in (the UAE) to help with the organisation of the competition". He is sure that Shropp and Hatton as well as various representatives of the Swiss Committee will also be available. He offers to travel to the UAE with Mr Schropp over the Dec/Jan period to help develop a bid proposal in time for the EB meeting in April 1999.

### NO 3.11.98:

Sommer informs all members that proposals for 2003 must be submitted by 15 April 1999.

#### 9-10.1.98:

At the invitation of the UAE Official Delegate, Beuk travels to the UAE and meets the Under Secretary of the Ministry of Education (Dr Jamal Al Maheira) and confirms the previously written offer of the IVTO for the UAE to host 2003. <u>He also offers the services of the Dutch Skills</u> organisation to assist the UAE to make quality improvements to their technical education system.

### Jul 12.12.98:

Beuk circulates a written report to members of the EB separating out the proposal for UAE to bid for 2003, and his offer for the Dutch Skills organisation to provide specific assistance to the UAE. <u>He reports that</u> Daniel Sommer was unable to accompany him due to other obligations.

#### **13-14.2.99**:

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The File Note of the EB (Technical) Sub-Committee meeting between Mr Schropp, Hatton and Sommer in Zurich states that "Regarding AE, the offers from Sao Paulo are still valid. We are waiting for further information." The File Note also includes a decision in relation to the dispute about responsibility for the St Gallen competition computerised scoring errors and the eventual release of the correct scores. Decision: "There is no hurry for any new action. It is agreed a new President must be elected. Don Hatton will introduce and support a 'Stockling' election proposal." Further on in the note it states: "Working together with the President is unsatisfactory. It has been agreed that for image reasons the public will not be informed. However, nobody is obliged to hold back personal opinions if directly asked."

(Note: The File Note of the meeting is not circulated to other EB members or tabled at the next EB meeting on 1-2.5.99).

### MM **19.3.99**:

Beuk sends a formal written proposal to the UAE Minister of Education Ali A Al-Sharan that UAE hosts 2003.

## May 1-2.5.99:

EB meeting in Montreal. Two proposals for 2003 discussed (UAE and South Tyrol). Neither proposal is in final form. Decision: Secretary General to carefully prepare both proposals and contact the relevant people. The possibility of postponing the UAE will also be considered. GA in November is responsible to take final decision.

#### 25.5.99:

UAE Official Delegate writes to Sommer inviting IVTO to organise a team of experts to carry out an evaluation of their technical education system on a joint basis with them.

#### 2.6.99:

Sommer writes back proposing a three phase program to be completed by the end of 2000/beginning of 2001 with the IVTO acting as the general contractor and the UAE as client. He envisages that experts from outside specialist sources could brought in in addition to IVTO staff. <u>He proposes a</u> joint meeting with the UAE attended by Shropp, Hatton and himself in which the still open question of the competition in 2003 could also be <u>discussed</u>.

#### 2.6.99:

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In a response dated the same day, the Official Delegate of the UAE writes to Sommer accepting the three phase proposal, but notes that to comply with Government regulations there must be a bidding process with quotes from at least three institutions. However, the UAE wishes to complete the whole project by February 2000. The letter requests that with the approval of the EB a circular is sent to all members to explain the project with a decision needed by September 1999.

## Tuly 15.7.99:

Sommer writes to the Technical Delegate of the UAE (Yahya Mahdi) referring to their recent meeting in Zurich and the previous correspondence. <u>He states that he has Executive Board agreement for the</u> <u>enclosed offer</u> which proposes that for the sum of 125,000 Swiss francs that experts selected from among the IVTO members will carry out the evaluation project. He proposes that if the contract is accepted that it can be signed by the Executive Board and the UAE Minister of Education in Montreal in November 1999.

(Note: The EB doesn't meet till November in Montreal where the Evaluation project is finally discussed on 16.11.99)

### Wey 24.8.99:

Sommer circulates details of the evaluation project to the members and publishes the project details in the IVTO Bulletin.

# Sint 30.9.99:

Sommer writes to the Technical Delegate of the UAE (Yahya Mahid) to remind him that a proposal for 2003 must be sent to the Secretariat no later than 28.10.99. He also notes that there are now experts interested in participating in the evaluation project to be carried out in January 2000 and seeks confirmation of the final dates.

## JA 13.10.99

Sommer writes to Official Delegate of the UAE accepting an invitation to attend a Skills Exhibition and Symposium in Dubai in April 2000.

#### 20.10.99:

UAE Minister of Education Dr Ali A Al-Sharhan writes to the Secretariat to confirm that the UAE offers to host the Competition in 2003.

#### 8.11.99:

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First of three EB meetings in Montreal: Chairman informs the Board that South Tyrol has withdrawn its proposal for 2003 and introduces the UAE Technical Delegate (Yahya Mahdi) to speak to his proposal. Yahya explains that all the key stakeholders in the UAE will be involved including Defence, Tourism and Colleges of Technology. He also mentions that the UAE will host a Gulf region mini skills competition in April 2000 and this will be an ideal marketing opportunity for the IVTO. Mr Schropp informed the Board that he has discussed with Don Hatton and Daniel Sommer the appropriate technical aspects and states that no special technical or financial problems would arise. On the other hand there are no specialists for the various trades but the IVTO could help in this matter. Recommendation is to proceed.

#### 9.11.99:

Administrative Committee meeting: UAE 2003 proposal is appreciated; it will be discussed in the Executive Board and final approval should come from the GA.

#### 9.11.99:

Technical Committee meeting: Mr Schropp explains IT has withdrawn bid for 2003. AE has offered to host. Regarding the UAE evaluation project there will be a change in timing; experts will be informed and a contract is to be signed in good time.

#### 10.11.99:

First GA meeting: Mr Al Suwadi, Under Secretary of the UAE Ministry of Education addresses the meeting and states that UAE wants to host the competition with the objective of starting a new era in vocational training in the UAE. He stated that they were aware that a successful competition would require close cooperation with the IVTO and recognised this would involve a structure of support and costs which had not previously arisen. Decision: It was unanimously agreed to hold the Competition in Dubai in April 2003 and that the IVTO would make a contribution to its success.

#### 16.11.99:

Third meeting of the EB in Montreal: Regarding the UAE evaluation project; the offer to carry out the analysis in Spring 2000 can be implemented if a contract is drawn up in time and no costs result for the IVTO.

# Relevant events between GA in Montreal and first new EB meeting in London at end of January 2000:

#### 27-28.11.99:

On the invitation of the UAE, newly elected President Dusseldorp visits Dubai on his trip home via Europe. Meets with the UAE Minister of Education and offers to serve (ex officio) on a UAE Organising Committee which is being formed to bring together various stakeholders to establish a Skills UAE organisation and infrastructure for both national and international skill competitions. Learns from Yahya Mahdi that they have concerns with the Secretariat's evaluation proposal.

# Juc 16.12.99:

Dusseldorp writes to UAE Under Secretary Suwadi proposing that the EB meets in Dubai early in 2000 to officially sign a Memorandum of Understanding to set out the nature of the partnership between the IVTO and UAE and also finalise the details of the proposed evaluation project.

#### 17.12.99:

Dusseldorp writes to the Secretary General requesting a copy of the UAE file, and informs Sommer of his offer to hold an EB meeting in Dubai and the concerns expressed by Yahya Mahdi with the evaluation proposal. Also requests information about the financial arrangements which have apparently been negotiated between the UAE and the Secretary General where the UAE has deposited money with Sommer from which they can draw down their future travel related expenses.

#### 21.12.99:

Sommer replies saying that he is unsure of who is responsible for what in the UAE. After each meeting he receives different information. <u>He</u> counsels against changing the proposed EB meeting from London to Dubai and states that from his experience everything takes twice as long to be dealt with there. <u>In regard to the special financial arrangement with the UAE he states that he was initially opposed to it because he never knew how things are run in the UAE. He wishes to discuss it at the EB meeting.</u>

#### 22.12.00:

Dusseldorp writes to Sommer saying that it is exactly for the reasons outlined by Sommer that the EB should meet in Dubai so that Board members can obtain a clear picture and understanding of how things are dealt with there in order to assist the decision making process. A final decision will have to await the response of Suwadi.

(Note: There is no response from Suwadi to the offer to have the EB meet in Dubai).

#### 30.12.99:

UAE Technical Delegate Yahya Mahdi writes to Sommer to tell him his proposal for the evaluation project is not considered detailed enough when compared to the other proposals received. Requests further detailed information. He states that he is in contact with Dusseldorp to try to work out the best solution.

#### 31.12.99:

Sommer replies to Mahdi that he will discuss the whole procedure with Dusseldorp.

#### 31.12.99:

Dusseldorp responds to Mahdi's message regarding the evaluation project. He confirms that even in the event of the UAE offering the IVTO the contract it would need to be approved by the new Executive Board. He points out that the IVTO is an association of members which is reliant on the voluntary services of various experts employed by member organisations to successfully carry out any of its projects.

#### 7.1.00:

Sommer writes to Dusseldorp stating that the original idea of the evaluation project was to check if the conditions were up to the required level for a competition. Unfortunately (the project) has always been postponed as the information from the UAE has often been contradictory as was the case in Montreal. The IVTO is not in a situation to carry out the project as the experts are expected to work for practically no remuneration. <u>Sommer</u> <u>proposes that for the time being he doesn't intervene till Mahdi answers</u> <u>Dusseldorp's questions.</u>

#### 8.1.00:

Sommer writes to Dusseldorp again stating that Yahya has contacted him to offer more money for the project but Sommer doesn't want this. He agrees that the IVTO should withdraw from the project as it no longer corresponds to our objectives. It would be better to concentrate on the preparations for 2003.

#### 8.1.00:

Dusseldorp writes to Al Suwadi (after sending draft to Mahdi) proposing that the UAE accepts the withdrawal of Sommer's proposal for the evaluation project and lists several reasons. He offers to visit Dubai again after the EB meeting in London to discuss the preparations for 2003 and assist in harnessing support in the UAE, particularly from the Higher Colleges of Technology.

#### 19.1.00:

Yahya Mahdi writes to Dusseldorp asking that the EB comes up with an acceptable proposal for the evaluation project. He expresses the wish that after the evaluation the IVTO takes another 4 year contract to provide the UAE with resident experts who will prepare for the 2003 competition.

#### 19.1.00:

Dusseldorp replies to Mahdi repeating his earlier message that the IVTO is not in a position to provide contracted staff to the UAE, as we are a voluntary association of member organisations. What we are able to do is introduce the UAE to our members but we do not have the right to offer a contract of services from experts employed by our members.

#### 23.1.00:

The UAE Official Delegate writes to Sommer in regard to his October 98 letter inviting him to attend the April Technical Education Symposium and Exhibition where WorldSkills will be invited to present a paper. The Exhibition will also include a mini-skills competition with some international Gold medalists being invited to demonstrate their skills. The letter goes on to list many exhibiting companies and sponsors. (Note: The event never takes place).

#### 29-30.1.00:

First meeting of the new Executive Board in London. Decision on the evaluation project and 2003: The Board withdraws the Secretary General proposal from the bidding process in the UAE. The President is asked to give the Board's explanation for the decision in person on his return trip to Australia via the UAE. He is also asked to seek assurances that the necessary organising body for 2003 is put in place as soon as possible. Regarding the financial arrangements with the UAE, Sommer explains the IVTO has been holding large sums of money from the UAE which gave the appearance that the reserves of the organisation were larger than they in fact were. Sommer proposes to take this account onto the books of the Sommer company and pay the UAE fees into the IVTO account.

Decision: The procedure is agreed. The Secretary General will inform the EB once the changes have been made, and the same financial procedures will apply to the UAE as to all the other members.

# <u>Relevant events leading up to the GA meeting in Lisbon; June 2000:</u>

8-9.1.00:

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Dusseldorp visits UAE for the second time. Meets with the Minister of Higher Education Sheikh Nyhan who expressed support for the 2003 Competition event. It is planned to form a national organising committee with senior representatives of both Ministries with a first meeting scheduled for March.

(Note: Yahya Mahadi suggests to Dusseldorp that he seeks a meeting with the UAE Ambassador to Australia, who was previously the Minister of Education and knows all the Higher Authorities in the UAE as well as the officials involved with WorldSkills).

# TH 21.2.00:

Yahya Mahdi writes to Dusseldorp asking him to convey his regards to Ambassador Bakhit (at the scheduled meeting for the next day). He states that he has now received the names from the members of the Higher Colleges for the Organising Committee. He has also discussed the possibility of involving Australian TAFE in the evaluation process and asks Dusseldorp's opinion about this. He is forwarding names of the best experts to work with the University of Georgia for the evaluation. He has begun work on a training schedule to prepare UAE participants in 2001. He sees the major problem as the lack of expertise among the trainers in the UAE.

#### 22.2.00:

Dusseldorp writes to Yahya Mahdi with a report of his meeting with the UAE Ambassador to Australia. He was accompanied to the meeting by Bob Puffett the new Official Delegate for Australia and the Assistant Director General of TAFE (NSW) who had previous contacts with the Ambassador and arranged the meeting. Dr Bakhit (who was the former Minister of Education in the UAE) had no knowledge of the IVTO or the UAE's bid to host 2003 but was very interested and supportive of the concept. However he stated that the event would need a UAE sponsor if it was going to go ahead. He offered to make enquiries on his next visit to the UAE which was within the next fortnight and suggested a further meeting on 4 April when he returned to Australia. <u>He noted that Bob Puffett had offered TAFE's</u> <u>support for 2003 including sending personnel to UAE at no cost to assist</u> the UAE assess what needed to be done to prepare their competitors.

#### 26.2.00:

Dusseldorp circulates a report to EB members about the outcomes of his visit to the UAE (after the London meeting) and his subsequent meeting with UAE Ambassador Bakhit in Australia. He advises that we will need to await the outcome of Dr Bakhit's enquiries and the first meeting of the proposed UAE Organising Committee. <u>He points out that Yahya Mahdi is openly disappointed with the resolve and commitment of his superiors to support his efforts.</u>

(Note: Yahya has indicated that the planned Skills Symposium and Exhibition would not go ahead in April and is to be posponed till September 2000).

#### 18.3.00:

MPR

Yahya Mahdi writes to Dusseldorp to inform him that on 14 March the Minister has formally appointed a 17 member WorldSkills Organising Committee. The first meeting will be in April.

(Note: The Committee is made up of senior representatives of the Colleges of Higher Technology and the Ministry of Education. Dusseldorp is listed as a member of the Committee representing WorldSkills).

#### 20.3.00:

Dusseldorp replies to Yahya Madhi and asks whether it is possible to schedule the first meeting of the Organising Committee to coincide with his next trip to Europe in April.

#### 20.3.00:

Dusseldorp writes to Sommer to inform him of the formation of the Organising Committee and states he has a further meeting scheduled with Ambassador Bakhit on 4 April.

#### 22.3.00:

Yahya Mahdi writes to Dusseldorp and states that Ambassador Bakhit should arrange with TAFE and other experienced experts from WorkSkills Australia to come to the UAE, to set up a training schedule and system before May and help draw up a plan of action (for training competitors) to be implemented from September 2000 in order to prepare for 2001.

#### 22.3.00:

Dusseldorp replies to Yahya Mahdi to say that TAFE is clearly interested to assist in all aspects of the preparations for 2003 and that they were already involved in a training project with the UAE Military. Dusseldorp suggests that the aim of the UAE Organising Committee should be to organise a first national UAE competition for early 2001.

#### 27.3.00:

Yahya Mahdi writes to Dusseldorp to inform him the Minister has decided to go ahead with the University of Georgia to conduct the evaluation project. They have agreed to take 8 WorldSkills experts into their team.

#### 30.3.00:

Yahya Mahdi writes to Dusseldorp to inform him he is asking two of the Australia experts to join the evaluation team.

#### 30.3.00:

Dusseldorp replies that one expert is employed by TAFE and the other by private industry. The one employed by TAFE is unlikely to be allowed to work as a sub contractor with a competing provider; namely the University of Georgia, but the other expert could take holiday time and do the job.

#### 3.4.00:

Dusseldorp circulates a report to the EB about his second meeting with Ambassador Bakhit. The Ambassador had been very positive about the level of support in the UAE at the government level. He reported on the formation of the Organising Committee which brought together senior personnel from the Higher Colleges of Technology and the Ministry of Education. Ali Suwadi (who addressed the GA in Montreal) would be responsible for the coordination of the project. The Ambassador stated that other UAE interest groups still needed to be drawn in such as the Military, Dubai Chamber of Commerce and other private enterprises. <u>He</u> suggested Dusseldorp wait to revisit UAE until October/November 2000 when the Committee would have developed an implementation plan. He offered to arrange all details for the visit.

(Note: The inaugural meeting of the Organising Committee set for 7 April is posponed again);

#### 7.4.00:

Dusseldorp writes to Ali Suwadi reporting on his meeting with Ambassador Bakhit and informs him of the expectation that UAE will provide a progress report on the preparations of the 2003 event to the GA meeting on 15 June in Lisbon.

#### Mell 6.5.00:

Dusseldorp writes to Mahdi stating he had heard the Committee had finally met on 19 April and asked for a copy of the minutes and date of the next meeting. He was sure that the two Australian experts who had participated in the evaluation project would have acquitted themselves well.

#### 8.5.00:

Mahdi replies to Dusseldorp to thank him for the help in facilitating the participation of the two Australian experts in the evaluation team. He states that the next meeting of the Organising Committee will be held on 10 May to discuss UAE's participation in Seoul 2001 and the necessary training needed to prepare the UAE competitors. He will be raising TAFE's offer to assist with this.

#### 22.5.00:

Madhi writes to inform Dusseldorp the second meeting took place on 20 May, and the delegation to Lisbon had been decided. Ali Suwadi and Yahya Mahdi to represent the Ministry of Education, and Suleiman Jassim and Howard Reed to represent the Colleges of Higher Education.

# I m, g Relevant events at the GA Meeting in Lisbon, June 2000.

#### 10.6.00:

EB meeting in Lisbon: Item 2003: Dusseldorp and Shropp (who participated in the evaluation project\*\*\*\*\*) inform about contacts and experiences. It's agreed that a meeting between the Executive Board and the Organising Committee is held in Dubai in October. Sommer refers to his Vision 2003 paper and assumes WorldSkills must offer personnel support in individual trades. Decision: Additional bilateral discussions must take place in Lisbon to outline the next steps. At the GA a decision will be made accordingly.

\*\*\*\*\*\* a synopsis of the evaluation is included at the end of this report. It raises doubts about the capacity of the AE technical education system

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(Note: The first bilateral discussion take place after the EB meeting. Attending are the UAE delegation, EB members and the Secretary General. No formal file note is prepared or circulated.)

#### 15.6.00:

GA Meeting; UAE Report on 2003. The President explains that the delegation of the UAE are not in a position to provide a report at this time. He proposes the following resolution which is unanimously adopted: The GA notes that the final decisions will be made in October 2000. The GA empowers the EB to conclude the negotiations by that date. The outcomes will be communicated to the members, and the Technical Committee fully informed at the meeting in Spring 2001.

(Note: Only an hour or so before the GA meeting Yahya Mahdi informs Dusseldorp that Suwadi is not prepared to make a report to the GA as there are disagreements within the delegation about issues around the costs of hosting the event [which had only become clear to Reed and Jassim by meeting the Canadian delegates in Lisbon]. He asks Dusseldorp to assist by proposing a resolution which defers the matter without embarassing the UAE).

#### 16.6.00:

Note: Second bilateral discussion takes place between UAE delegation and Dusseldorp and Thibault. No formal file note prepared or circulated. However Thibault records key conclusions; namely "that the competition model in the UAE will be smaller than normal; that if the UAE decides to proceed they must come back to the IVTO with a definition of what project is possible – what trades can the UAE support? And that a final decision is still October 2000".

Dusseldorp orally informs Sommer of the outcomes of the meeting who later confirms his appreciation for the good communications in Lisbon by email.

There is now a break in communications of nearly 6 weeks covering the period of summer holidays in the UAE.

### 13.8.00:

Anthony Billingsley (a member of the 2003 Organising Committee representing the Higher Colleges of Education) responds to Dusseldorp's request for latest information as he cannot raise Yahya Mahdi or Howard Green by email or phone. Billingsley replies that no decisions will be made until after people return from summer holidays.

#### 25.8.00:

Dusseldorp writes to Mahdi asking for information about progress with decision-making in the UAE. He states that although there had been discussion about a EB meeting in Dubai in October, but due to other commitments it was now planned to hold the Executive Board meeting in Zurich in early November. He states that the Board will require a definite commitment from the UAE including evidence of a realistic source of funds needed to implement the plan.

#### 28.8.00:

Anthony Billingsley writes to Dusseldorp to say that he has spoken with Howard Reed and the ideas discussed in Lisbon of refining the competition and linking it to the TEND conference had to be still endorsed by Sheikh Nayhan. He thought that Yahya Mahdi was still on leave.

#### 31.8.00:

Mahdi replies to Dusseldorp and states that the UAE Higher College delegates to Lisbon (Reed and Jassim) received a bad and frightening orientation in Lisbon but luckily seeing the Portuguese competition had convinced them they could do it. Now the IVTO was cancelling the EB meeting in Dubai and <u>he questions why the UAE was being bombarded</u> with demands for assurances and proof of source of funds. He has not yet reported to the UAE Organising Committee about this and they may meet on 15 September. He asks whether Dusseldorp thinks the members decision to hold the competition in Dubai was hasty or wrong.

#### 3.9.00:

Anthony Billingsley writes to Dusseldorp stating that he will be following with separate email advice that Sheikh Nahayan does not want the Higher Colleges involved with organisation of the 2003 event. He states, this, of course, is no reflection on you or your organisation but it is a reaction to the lack of organisation elsewhere.

(Note: Over the period of 1-3 September Dusseldorp is in Saltzberg meeting first with Sommer and then "informally" with the Germanic group at their request. Dusseldorp makes it clear that while he appreciates their views on the issue of 2003 and other matters, only the Executive Board has the authority to decide anything in relation to the actions of the Secretary General (and other Office Bearers) in accordance with GA

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decisions. As no file notes have been produced, or agreed to, it will inevitably be a matter of opinion as to what was actually said).

#### 4.9.00:

Billinsley sends follow up email confirming the withdrawal of the Higher Colleges. He states that they regret any confusion and misunderstanding that may have developed over recent months and wish the IVTO all the best for the 2003 event.

#### 7.9.00:

Dusseldorp informs Mahdi of the advice from Billinsley of the withdrawal of the Higher Colleges. He repeats the agreement made on Lisbon between IVTO and UAE after Suwadi declined to present a report to the GA. He states that WorldSkills stands ready to send a delegation to the UAE to have urgent discussions with Suwadi to establish on what basis the UAE proposes to host 2003. He emphasises how since being elected President, 2003 has been one of his top priorities, and the negotiations have been characterised by continuous open and frank discussions and that he still hopes for a satisfactory outcome. <u>However the EB is responsible to the members to satisfy them it will be possible to hold a world class competition event in Dubai.</u>

#### 15.9.00:

Mahdi responds to Dusseldorp, and requests an official letter saying that the IVTO will give the UAE all the technical support needed to run the competition in 2003. <u>He needs the letter to show the Crown Prince of</u> <u>Dubai who still has no idea about the competition. The Crown Prince will</u> <u>make the final decision.</u> He states Dusseldorp has always stood with the UAE and worked sincerely. They have the capability to host the competition and nothing new has come up to change this. With the letter they can get the final approval.

#### 19.9.00:

Dusseldorp replies and restates that the withdrawal of the Higher Colleges and Sheikh Nayhan's support is a critical blow to the prospects of holding the competition. <u>He re-states [as in the case of the withdrawal of Sommer's</u> <u>evaluation proposal] that WorldSkills cannot commit the technical</u> <u>personnel who are employed by its member organisations.</u> The critical problem facing the UAE is that in the absence of available technical personnel who will actually prepare and organise all the trade competitions, many of which have no basis in the UAE. <u>He states that he</u> has spoken with Sommer who is ready to travel to Dubai to meet with the Organising Committee to examine what the possible next steps as the members expect the EB to conclude the negotiations by end of October.

#### 21.9.00:

Dusseldorp writes to Sommer having copied him with the latest exchange of emails with Mahdi. He asks Sommer to prepare to travel to Dubai before the scheduled EB meeting in Zurich. He asks whether Sommer translated his email exchanges with Yahya into French and forwarded them to Alain Guadre as he'd previously requested.

(Note: After the withdrawal of the Higher Colleges from 2003, Dusseldorp had directly spoken with each member of the Executive Board except Alain due to the language difficulty).

#### 16.10.00:

Dusseldorp writes to Sommer that he had met again with Ambassador Bakhit who would make enquiries in the UAE to check on the situation in the UAE and provide feedback within one week

(Note: Dusseldorp met with Ambassador Bakhit on 13 October to discuss the situation in the UAE. The Ambassador said that Minister of Education, who had been in Sydney to attend the Olympic Games, knew nothing about the withdrawal of Sheikh Nayhan's support for 2003. On 20 November a message from the Ambassador indicated the news was not good, as the Authorities had decided to withdraw).

#### 25.10.00:

Sommer replies to Dusseldorp previous emails, stating he was planning a trip to Dubai for 1-3 November with Franz Shropp to solve all the remaining questions. They were both convinced it was possible to ensure a successful competition. Now, while he had been on holidays, he'd had several telephone conversations with UAE and has learnt that the Minister of Education has cancelled the 2003 competition. He proceeds to cite the various reasons offered by the UAE which will be included in a written report from them. The reasons are anything but flattering to WorldSkills and he is ashamed of it.

#### 26.10.00:

Dusseldorp replies to Sommer stating he does not wish to debate the matter by email and requests Sommer to formally request in writing confirmation of the UAE's withdrawal in time for the EB meeting in Zurich. He requests a copy of the letter Sommer sends to the UAE. He also requests that Sommer circulate a communication to the Board informing them of the UAE decision, and also provide specific recommendations for discussion by the Board of what could be learnt from this situation, as well as possible alternatives for 2003.

(Note: Sommer fails to provide Dusseldorp with a copy of any letter to the UAE).

#### 2.11.00:

Sommer circulates to the Board the requested report to the Board for discussion at the meeting on 11/12 November.

#### Addendum:

Key points raised in the February 2000 Evaluation Report of the UAE Technical Education system – prepared by University of Georgia and WorldSkills experts led by Franz Shropp:

#### **Teacher Capability:**

• a high percentage of the teachers involved in practical training do not possess the required practical skills and are inexperienced for their practical tasks

• teachers have not been exposed to modern applied technologies

• professional contacts between teachers and companies do not exist or only in an insufficient way.

#### Learning Content:

• there is no examination in skills training, but exams in theoretical technical subjects only, which leads to a tendency of students not taking practical training really seriously

#### **Equipment, Tools and Consumables:**

• existing older machinery, equipment and tools are not up to standard

• new pieces of equipment and machinery brought in are not installed

• purchasing new equipment from overseas suppliers has not been feasible

#### Administration and Management:

• modern means of communication (eg email, electronic data exchange) between the technical schools and the Ministry are not available

• no industry advisory committee structure exists

• inadequate budget for the needs of the technical schools

• the Department of Technical Education does not have a planning section so the system is not able to be developed