

Annual report and accounts

'97

UK • SKILLS

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

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Skills competitions make a difference. They complement vocational qualifications by encouraging trainees not only to become competent in their chosen skills but to excel and to challenge for recognition of their excellence. Competition injects a new excitement into training, whether within company or college, at regional level, nationally or, at the very top, internationally. It also enables confidence and self-esteem to be won by young people who may have felt excluded from success at school.

More and more employers are recognising this. As well as the effect on trainees, they find that they can benchmark the quality of their training against competitors. Employers now spend many millions of pounds on running or supporting competitions, seeing it as a highly valuable investment in their training effort. If competitiveness is the watchword in world trade, then skills competitions are a force to be reckoned with.

We have continued to make good progress towards the

goal of establishing a national framework of skills competitions covering all sectors of British industry. Several more skills competitions have met the standards required for the award of the seal of approval and there are encouraging signs that the engineering manufacturing sector is beginning to look for a more co-ordinated approach. As the Chief Executive's review of the year shows, a number of existing and new engineering competitions have been identified, including several being run for groups of apprentices undergoing training in-company or in specific training centres. This, coupled with increasing college interest in establishing competitions within normal training programmes, is a step towards creating a competitions culture in which standards of vocational skills throughout the nation will truly flourish.

Much effort this year has necessarily been devoted by us to selecting the UK team for the 1997 Skill Olympics in St Gallen. We believe that we

have put together an excellent team capable of surpassing the 1995 performance when more than half the competitors reached the accepted international standard. Our only regret is that, for the first time since UK SKILLS took responsibility for team selection, there will be no women competitors, largely because so few women reach the national finals from which we select the team. We are taking vigorous steps to identify how more young women and also more young people from ethnic minorities might be encouraged to enter preliminary rounds of national competitions and so improve the chances of their winning through to compete at national and international level.

During the year we welcomed the appointment of Matthew Nicholas as the Department for Education and Employment's (DfEE) representative on the Board in place of Neill Schofield whose departure was recorded in last year's report. We have not yet been able to appoint a representative from Scotland

to fill the vacancy created when Lex Gold resigned in November 1995; happily, however, the absence of Scottish representation on the Board has not prevented the development of close relationships with skills competitions in Scotland. In accordance with our Articles, Bill Brignall, Derek Lindop and Peter Rainbird retire by rotation at the end of the 1997 Annual General Meeting. Peter Rainbird is offering himself for re-election but Bill Brignall and Derek Lindop have decided not to do so and I thank them both for their contribution to our work.

Finance, as ever, remains a serious problem. There is no guarantee that the grant we receive from the Department for Education and Employment towards our administrative costs will continue after March 1998 and, with expenditure consistently greater than income, we are having to eat into the reserves created by the generous contribution from the Clothworkers' Foundation some four years ago. A major new effort to

obtain adequate financial resources has been put in hand and, in the meantime, we are having to apply very stringent criteria to all decisions involving the commitment of resources.

Finally, I am delighted to be able to conclude by recording that at the very end of the period under review UK SKILLS received formal recognition as an Investor in People. We are one of the smallest organisations to have won this accolade, and recognition was achieved (we believe) in record time. It speaks volumes for the work of the Chief Executive and her staff, who have thus demonstrated how, in pursuit of excellence, we seek to practise what we preach.



John Cassels

Sir John Cassels



A busy and productive year has seen further progress towards our twin objectives of contributing to improved skill standards throughout industry by establishing a broad national framework of skills competitions and selecting competitors for the International Youth Skills Competitions (the Skill Olympics) capable of at least reaching the internationally recognised standard in their skills.

There are encouraging signs that UK SKILLS' efforts to establish standards of good practice for skills competitions are becoming more widely recognised by industry. As reported elsewhere, a number of new national competitions have been developed in line with the code of practice and been awarded the seal of approval. It is especially welcome that a number of in-company skills competitions have also applied for and been awarded the seal of approval. The large number of in-company competitions provides convincing evidence that individual companies recognise the benefits obtained from skills competitions. Such competitions offer a firm foundation for the national framework and it is important therefore that wherever possible they should be encouraged to adopt the code of practice and qualify for the seal of approval.

A growing number of colleges is now becoming involved with the national framework - mainly, at present, in helping to organise regional competitions leading to national finals. It is, however, expected that in future, through the efforts of the new Further Education Skills Competitions Council, colleges will be playing a significant and

increasing role in the development of skills competitions as a regular part of training programmes leading to Scottish/National Vocational Qualifications (S/NVQ).

The various projects relating to skills competitions for modern apprentices, undertaken with funding from DfEE, have resulted in exciting developments in several industry sectors. Particularly pleasing is the renewed interest within the engineering manufacturing industry for skills competitions involving modern technology such as mechatronics, CAD/CAM and CNC operations. Great strides too have been taken in the information technology sector, both with the formation of SkillIT and a substantial increase in regional and sub-regional events.

An encouraging report from our project looking at the feasibility of securing S/NVQ recognition for achievements in skills competitions, which was funded under the European Year of Lifelong Learning programme, resulted in a policy decision to aim for the development of skills competitions within existing training programmes. To help achieve that aim we commissioned a further project to establish how S/NVQ recognition could be obtained and we shall shortly be publishing a practical guide, based on this second report, outlining the necessary steps for securing S/NVQ recognition for achievements demonstrated within skills competitions.

A major task during the year has been to select a team for the 1997 Skill Olympics in St Gallen. 30 countries, a record number, will be

taking part and we are aiming to equal, if not surpass, the excellent results from Lyon in 1995 when more than half the UK competitors achieved the international standard mark (500) in their skills.

We took a fresh approach to the development conference for technical experts, putting greater emphasis on developing individuals' skills and catering both for the more experienced experts and those appointed for the first time. The selection of competitors through national competitions has proceeded according to plan and they are now undergoing a carefully prepared programme of preparatory training. The UK competitors were introduced at the awards ceremony for National Training Awards in February and we are very grateful to the DfEE for arranging this public recognition. Regrettably, for the first time in many years, the hairdressing industry was unable to hold a national competition and there will be no competitors for men's and women's hairdressing in the UK team.

Contacts have been maintained and strengthened with other training and education bodies, most notably the National Council of Industry Training Organisations (NCITO) and the Training and Enterprise Council/Local Enterprise Company (TEC/LEC) system.

A number of visits have been made to Northern Ireland where interest in skills competitions is very strong thanks to the support from the Training & Employment Agency.



'30 countries, a record number, will be taking part in the 1997 Skill Olympics in St Gallen'

UK SKILLS is participating in a feasibility study into a holding a European Festival of Skills in Manchester, possibly in the year 2000.

Sir John Cassels (as the UK's Official Delegate to the International Vocational Training Organisation (IVTO)), Jim Hammer, the Technical Delegate, and myself attended the IVTO General Assembly in Johannesburg during the year, which was followed by a conference on vocational education and training. Discussions continue with our Dutch opposite numbers about a new body to encourage and co-ordinate European skills competitions and we have been able to put a number of UK competitions in touch with the organising committee for a pan-Europe event in Groningen in 1998.

Our financial position is still a cause of major concern. Although this year we were able to take on special projects for the DfEE, there is a limit to the amount of funding we can obtain in this way. In the absence of an adequate and assured income we continue to operate on a somewhat hand-to-mouth basis for funding which necessarily affects long-term planning. The Board has acknowledged that a new drive to secure funding will be the top priority for the coming year.

In June it was decided to enter into a commitment to work towards Investors in People recognition. Thanks to the arrangements for staff training already in existence, and to continuing efforts by all staff to improve efficiency, UK SKILLS was awarded the coveted status in March. My warmest

thanks to the team of dedicated staff who enabled us to progress from commitment to award in such a short time.

Finally, my thanks to all those hundreds of individuals in industry, colleges and elsewhere who contribute to the success of our work. Without their support UK SKILLS would be unable to carry out its mission to develop excellence in skills standards across the whole United Kingdom.

Patricia Snell

The year started on a most encouraging note with the first awards of the UK SKILLS *national seal of approval* for skills competitions. The seal is awarded to competitions meeting the standards of good practice laid down in the UK SKILLS code of practice. The first 10 awards were made by the then Education and Employment Minister, James Paice, at a ceremony hosted by The Clothworkers' Company at Clothworkers' Hall in the City of London on 23 April. The ceremony publicised the achievements of the competition organisers and received wide coverage in the educational and trade press.

Since the initial round of awards a number of other competitions have succeeded in achieving the award. The following competitions now hold the seal of approval:

SkillAUTO - National Automotive Technician Competitions

SkillBUILD

SkillELECTRIC

SkillFRIDGE

SkillHAIR

SkillIT - Young IT Technician of the Year

SkillMECHATRONICS

SkillRETAIL

Top Technician in Industrial Electronics

Hospitality Skills



Patricia Snell welcomes James Paice to Clothworkers' Hall



Left: Antonia Hollingsworth, representing SkillRETAIL, is presented with the national seal of approval by UK SKILLS Development Manager, Hilary Jennings

The JIB National Plumbing Competition

Meat Skills - The Nations' Championship

National Patternmaking Competition

UK Fine Jewellery Competition

Tom Nevard Competition - Ministry of Defence

It was encouraging to see the continuing trend of staging more regional and local heats and the use of higher profile venues for national finals (see page 5). Competition organisers also reported on huge improvements in standards of performance.

During the year UK SKILLS identified the need to modify the code of practice to allow a wider range of skills competitions to work towards achieving standards of good practice. In consultation with the Competitions Policy Committee and the Board, a revised code was drawn up providing clearly differentiated but progressive standards of good practice appropriate for various types of competitions. Since the approval of the revised code, an increasing number of competitions has committed to working towards its standards and becoming part of the quality-controlled national framework.

The year also saw a number of new industry sectors entering into discussions with UK SKILLS on the development of skills competitions. Some, such as the printing and land-based industries, are seeking to develop new skills competitions; others such as bakery and floristry hope to bring existing skills

competitions into a coherent national framework. In this connection, Patricia Snell made presentations to the National Association of Master Bakers, the Floristry Training Council and the Association of Floristry Teachers.

The introduction of SkillIT in February 1997 marked a significant development in the national framework. This group, drawing together interest in skills competitions from all parts of the IT sector, was launched at a ceremony attended by the then Education and Employment Minister, James Paice. SkillIT, supported by the Information Technology Industry Training Organisation (ITITO), the Institution of Electrical Engineers (IEE) and the British Computer Society (BCS) covers three strands of competition - IT user, IT support specialist and IT programmer/analyst

Important developments took place in Northern Ireland during this period. An annual engineering competition was set up under the auspices of The Engineering Employers' Federation, (EEF), The Engineering Training Council (ETC), the Training & Employment Agency (T&EA) and The Engineering Council covering mechanical, fabrication, electronic and electrical engineering trades. Patricia Snell presented the awards for the Northern Ireland Construction Crafts Competition at Belfast Institute of Further and Higher Education and attended the Northern Ireland Engineering Skills Competition at the Dundonald Training Centre in May 1996. She also attended the first regional construction competition held under the SkillBUILD banner which took place at Belfast Institute in March 1997.

The Ford Motor Company furthered its interest in competitions by designing and running its own in-house competition in multi-skilling for its apprentice engineers. This highly professional competition includes mechanical engineering, fault-finding and programming and assesses performance against time pressure, quality of work and team work. It is not industry-specific and could be adapted for any company running automatic process machinery. The first competition was held in October 1996 when teams from Ford's three main training centres - Dagenham, Halewood and South Wales - took part in a three-day event.

In November, Brussels was the venue for Toyota's 1996 European Skills Grand Prix which brought together the best technicians from Toyota dealers in 17 countries. Contestants had to carry out a maintenance service as well as other tests.

Patricia Snell, having attended the Ford and Toyota competitions, commended both as superb examples of good practice.

An exploratory meeting took place with Sussex Careers Service on the feasibility of running an engineering skills competition for teams of young people, possibly involving schools and colleges.

National finals and UK team selection

UK SKILLS, as organisers of the British team for the biennial Skill Olympics, now accepts team nominations only from competitions holding the national seal of approval. For the 1997 international event in St Gallen,

Switzerland, the deadline for nominations was 31 January. The formal announcement of the 24-strong UK team took place at the 1996 National Training Awards (NTA) ceremony at the Queen Elizabeth II Conference Centre in Westminster. The team was applauded during the ceremony and afterwards took part in a photocall with the Education and Employment Minister James Paice and NTA Patron Prue Leith. This was a most opportune occasion for the team to meet each other for the first time and for all competitors to appreciate the significance and implications of being a national champion and representative.

UK SKILLS had taken this opportunity to write to competitors' Members of Parliament. Thanks to the agreement of the NTA Office, the relevant MPs received invitations to the ceremony and a number wrote to offer congratulations.

Team members were selected from the following national finals:

UK Fine Jewellery

23-25 May, London Guildhall University
3-5 October, Goldsmiths' Fair

SkillELECTRIC

10-14 June
Electrotech, NEC, Birmingham

SkillBUILD London

15-19 July
College of North West London



Above: Ian Walters, Chief Executive, Training & Employment Agency and Hugh Johnson, Manager of Dandonald Training Centre observe a trainee at work.



'Brussels was the venue for Toyota's 1996 European Skills Grand Prix which brought together the best technicians from Toyota dealers in 17 countries'.

Top Technician in Industrial Electronics

17-19 September
Electronic Components Industry Fair,
Olympia, London

SkillAUTO - National Automotive Technician Competitions

26-28 September
Centrex, Telford

National Patternmaking Competition

14-17 October
Coventry Technical College

JIB National Plumbing Competition

21-25 October
Peterborough Regional College

SkillIT - Young IT Technician of the Year

22-24 October
IBM, South Bank, London

National Refrigeration Skills Competition (SkillFRIDGE)

25-27 November
North Glasgow College

Mechatron '96 (SkillMECHATRONICS)

16-18 December
Warrington Collegiate Institute

Hospitality Skills

20 January 1997
Hospitality Week, NEC, Birmingham

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

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

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

Technical experts' contribution to the success of the UK team is crucial. They have a most important dual role to play in connection with the international competition. First, they are responsible for preparing and monitoring a competitor training programme: they liaise with the competition organiser and competitor's employer, college or training provider and family, as well as acting as mentor. Secondly, they have to devise a test project for consideration for use at the Skill Olympics, where, as members of the jury panels, they invigilate and judge. During the year UK SKILLS initiated a preliminary analysis of the job specification and an examination of desirable qualifications and minimum criteria for the appointment. A full study is planned for the coming year.

UK SKILLS set up a Training Development Group early in 1996, comprising Peter Neate, a computing and educational consultant and former international expert for information technology, Sefton Davies, a training consultant specialising in personal and interpersonal skills, and Laurie Croft, Director of Training, Joint Industry Board for Plumbing, and technical expert for Plumbing. Archie Sharkie, formerly Industrial Liaison Officer at North Glasgow College, and joint UK team leader has joined the group when required. The group's purpose is to support and advise UK SKILLS in developing and training technical experts and competitors to the international standard. It prepared a modified programme for the experts' development conference which took place at Centrex, Telford, on 10 - 11 July.

The aim of the conference was to focus experts' skills in the training and support of competitors to this standard but a new approach was taken as to how this could be achieved. Consequently the programme was tailored to the differing needs of new and experienced experts. This proved a major success but suggestions for improvements have been noted for the future. Experts welcomed the provision of a comprehensive manual containing support material.

The Training Development Group also worked on the revision of the format of reports on training, preparation and performance at the Skill Olympics, and also advised on the programme for the team briefing at the Construction Industry Training Board Training Centre at Bircham Newton in April 1997.



Top technicians David Holden (left) and Ian Hanna (right) with their trainer Mick Cartmell in the cockpit of a Eurofighter simulator at British Aerospace, Warton.

Skills competitions and S/NVQ accreditation

UK SKILLS completed a project investigating the best methods of securing some recognition towards Scottish/National Vocational Qualifications (S/NVQ) for achievements in skills competitions. The first stage, undertaken by Alan Anderson of Manpower Research, was partly funded under the 1996 European Year of Lifelong Learning initiative.

The project principally focused on five industry sectors - automotive maintenance, engineering construction, hairdressing, hospitality and meat processing - with additional input from information technology and retailing.

The findings show that there are no practical or theoretical reasons why credits towards S/NVQ should not be available for performance in skills competitions. The report recommended that a realistic approach to accomplishing this would be to add a competition dimension to training programmes leading to S/NVQ, such as those being developed for modern apprenticeships. This is already happening in various sectors, including information technology, retail and construction.

The report highlighted the need to establish clear benefits resulting from incorporating skills competitions within training programmes. The study identifies a wide range of perceived and potential advantages for employers and training providers, national training bodies, individual trainees and the organisers of skills competitions. Following on

from this positive recommendation, UK SKILLS subsequently commissioned a second project, supported by the Department for Education and Employment. This project, researched by Nick Stratton, a vocational assessment consultant, aimed to identify assessment and verification procedures which would meet the requirements of the National Council for Vocational Qualifications (NCVQ) and SCOTVEC. The project report sets out the conditions to be met for evidence from skills competitions to be acceptable for S/NVQ purposes and provides generic models for valid assessment.

UK SKILLS will be publishing a practical guide based on these two projects later in 1997.



'The Construction Industry Training Board has developed a competition for modern apprenticeship programmes in bricklaying, with a new pilot competition in September 1997.'



Chris Giddings, winner of the UK Fine Jewellery Competition, at Goldsmiths' Fair.

Skills competitions and modern apprenticeships

With funding from the Department for Education and Employment, UK SKILLS has now completed a project to develop links between skills competitions and modern apprenticeship programmes. UK SKILLS appointed Ken Atkinson, a consultant with considerable training and public service experience, to liaise with the participating sectors and to manage the final stages of the overall project.

The Hospitality Training Foundation has developed an induction phase competition in six occupational areas to take place in 1997, covering skills generic to all modern apprenticeship routes. Final phase competitions, testing leadership, supervision and team-building skills, as well as technical skills, are due to take place in 1998.

A cross-sector competition has been developed by the Information Technology ITO in the user support' strand of the IT modern apprenticeship framework to complement existing competitions in the



Apprentices from Ford's compete in the company's first multi-skills competition.

other two strands of the framework, thus providing competitions for all career paths.

Proposals for the development of new competitions in motor vehicle parts distribution and vehicle sales have been agreed by SkillAUTO.

The Construction Industry Training Board has developed a competition for modern apprenticeship programmes in bricklaying, with a new pilot competition in September 1997.

Developments in the engineering sector were overtaken by the merger of the Engineering Training Authority and Marine and Engineering Training Authority. However, investigations into new competitions in mechatronics and CNC are now under way.

Although the Hairdressing Training Board (HTB) has not yet succeeded in persuading the industry to set up specific skills competitions in modern apprenticeship programmes, HTB is producing a leaflet on the subject as a first step.

A further report highlights the benefits of skills competitions to employers.

UK SKILLS is publishing a booklet on the multi-skill competition recently introduced by the Ford Motor Company (see also p5). This is initially being run in-company but has the potential to become an open competition within the industry and is also an excellent model for other sectors to consider.

Results benchmarking

Development work has continued on our new database of results from the International Youth Skills Competitions between 1989 and 1995. We now have the capability to provide analyses of results (scores, as well as medals and diplomas) for individual trades, industry sectors, countries and continents. For UK entries, the data is more comprehensive, such as individual identities for contestants. Work will proceed further following the 1997 Skill Olympics in St Gallen in order to produce a detailed results survey of UK

performance over five international competitions.

The comparison of performance of employees in national competitions - and preliminary rounds - is equally or more valuable as a benchmark both to British industry as a whole and to individual firms. Through this they could test the effectiveness of their own training systems. UK SKILLS has been seeking support from other national bodies to secure funding for a research project to ascertain exactly what information would be of most value to industry and to training organisations. To this end we have entered into discussions with the Department of Trade and Industry, the National Advisory Council for Education and Training Targets (NACETT) and the National Council for Vocational Qualifications.

The Further Education Skills Competitions Council (FESCC)

The FE College Liaison Group had been established in 1995 to look at ways in which UK SKILLS and colleges might work together for their mutual benefit by supporting and developing local, regional and national skills competitions as an aid to training for excellence. In September 1996 the group agreed to set up an FE Colleges Skills Competitions Council (FESCC). The new body aims to work closely with UK SKILLS to provide a national focus for promoting the FE colleges' contribution to achieving excellence in skills training.

The inaugural meeting took place in February 1997. Some 50 colleges across the UK have indicated a wish to become involved and a constitution is now being drawn up. UK SKILLS will have a co-opted representative on the council and has agreed to provide administrative support during the first year when it is planned to hold three meetings.



*Robin Goodman,
national champion
in Stonemasonry
at SkillsBUILD.*

FESCC's objectives include promoting the contribution of colleges and FE in general to encouraging skills competitions as a means of providing excellence in training

ensuring that individual students and trainees are able to use competitions to demonstrate the high value of their achievements

developing and enhancing skill training in the United Kingdom and ensuring that international standards are met

helping UK SKILLS to maintain the quality and integrity of skills competitions by means of the code of practice and seal of approval

providing a channel for the dissemination of information on skills competitions to college.

A large number of colleges are already helping to run competitions in a number of areas within the national framework and it is confidently expected that more colleges and an increased number of skills competitions linked to established vocational education and training programmes will be developed over the next few years.

UK SKILLS greatly welcomes the impetus which FESCC will bring to the establishment of a competitions culture in education and training.

TECs/LECs

UK SKILLS continues to maintain close links with Training and Enterprise Councils (TECs) and Local Enterprise Companies (LECs). In April 1996, Sir John Cassels had a fruitful meeting with Sir Garry Johnson, the new TEC National Council Chairman, following which Patricia Snell and Jim Wiltshire, our TEC/LEC Liaison Consultant, met with Chris Humphries, Director of Policy at the TEC National Council and Graham Hoyle,

Chairman of the TEC Chief Executives Network Foundation Training Group. Consequently, Mike Nixon, Chief Executive of North London TEC, has been appointed as principal point of contact between UK SKILLS and the TEC National Council and has accepted our invitation to act as an official observer at the 1997 International Youth Skill Olympics.

National Advisory Council for Education and Training Targets (NACETT)

Discussions between Sir John Cassels, Patricia Snell and NACETT's Director, Philip Chorley, identified a number of areas where UK SKILLS and NACETT could each benefit by working together. UK SKILLS subsequently became a partner of NACETT and will continue to promote skills competitions as a means of contributing towards the achievement of national education and training targets.

Membership

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

Benefactor members

£5000 per year for a minimum of two years

Subscriber associates

£1000 per year for a minimum of two years.

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

Members

British Aerospace plc
Clothworkers' Foundation

Leeds TEC

Calderdale & Kirklees TEC.

Associates

GEC plc

The Post Office

Whitbread plc

British Steel plc

JT Ltd

Focus Central London TEC

London East TEC

Sheffield TEC

Hampshire TEC

Essex TEC

Manchester TEC

North Glasgow College

Cumbria TEC

Manchester College of Arts and Technology

Engineering Construction Industry Training Board

Construction Industry Training Board (Northern Ireland)

Leeds College of Building

Bradford & Ilkley Community College

Tyneside TEC

Darlington College of Technology

Peterborough Regional College

North Lincolnshire College

Plymouth College of Further Education

Barnsley College

Henley College Coventry

Coventry Technical College.

Thanks to this very welcome backing, UK SKILLS is able to continue work on developing a national framework of skills competitions and in promoting skills competitions to industry as a valuable means of raising overall standards.

Finance

The five main areas of activity covered by the accounts for 1996-97 were:

Special projects linking skills competitions with modern apprenticeships and S/NVQ

Setting and verifying competition standards

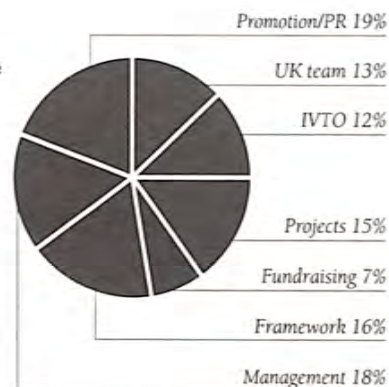
Promoting skills competitions and public relations

UK representation on the International Vocational Training Organisation (IVTO)

Selection and entry of the UK team for the Skill Olympics.

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

Analysis of expenditure on areas of activity





'We shall continue to maintain close links with the TEC/LEC network and we look forward to working with the NTOs.'



Simon Haycock, winner of the Automobile Technology section of SkillAUTO's National Automotive Technician Competitions.

Future plans

The continued development of the national framework of skills competitions, both as a contribution to raising standards of vocational skills across UK industry and as the basis for selecting high-quality teams for future international events, remains our top priority.

The key tasks identified in last year's report continue to provide the rationale for future planning but greater emphasis will be placed on the encouragement of skills competitions within training programmes leading to S/NVQ, including those designed for modern apprentices.

In line with developments within the national framework, especially the growing number of skills competitions coming forward for recognition from new industry sectors and individual companies, we shall seek to make the code of practice more 'user-friendly'. We also intend to introduce improved monitoring arrangements and to refine the regulations governing the

award of the seal of approval to make better provision for different types of competition.

The new Further Education Skills Competitions Council offers opportunities for expanding the range and role of skills competitions within training programmes and we shall be establishing a close working relationship with the colleges which, in time, we should like to extend downwards to the school sector. We shall continue to maintain close links with the TEC/LEC network and we look forward to working with the National Training Organisations (NTOs) which will replace industry training organisations.

The extent to which we shall be able to accomplish these tasks depends upon the availability of adequate and assured funding. It may be necessary, therefore, during the next one or two years, to divert resources into securing the necessary financial support.



Cyril McAlister, national champion in Commercial Wiring at SkillELECTRIC.

Sir John Cassels CB (Chairman) 1

Director, National Commission on Education

Brendan Barber 2

Deputy General Secretary, Trades Union Congress

David Bartley 3

Chairman, C J Bartley & Co Ltd

Bill Brignall 4

Director, Engineering & Environment, British Steel Technical

Dr Nicholas Carey 5

Director-General, City & Guilds

Barney Gibbens OBE FCA 6

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

John Graham 7

Human Resources Director, Matra British Aerospace Dynamics

Jim Hammer CB (UK Technical Delegate) 8

Formerly Deputy Director-General, Health and Safety Executive

Prof Cyril Hilsum CBE FRS 9

Corporate Research Adviser, GEC plc

Prue Leith OBE 10

Chairman, Leith's Ltd
Chairman, Royal Society of Arts
NCVQ Council member

Derek Lindop 11

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

Matthew Nicholas 12

Divisional Manager, Employer Training Policy, Department for Education and Employment

Peter Rainbird 13

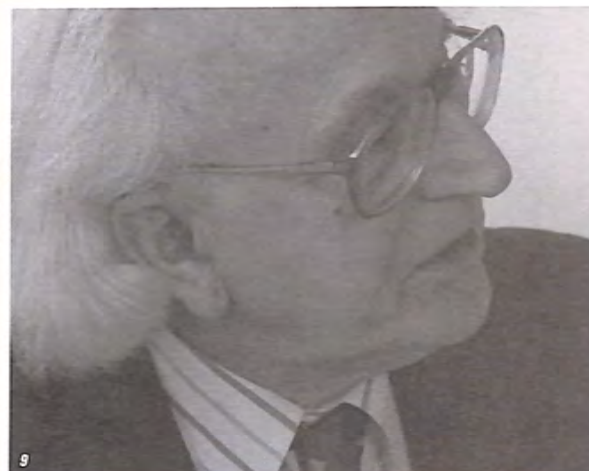
Chairman and Chief Executive, The Rainbird Group plc
Chairman, Essex TEC
Deputy Chairman, Construction Industry Training Board

Ian Walters 14

Chief Executive, Training & Employment Agency, Northern Ireland

Patricia Snell 15

Chief Executive





Patricia Snell, Sir John Cassels and Barney Gibbens
(15, 1 and 8)



8



3



14 & 2



4



12



11

Competitions Policy Committee 1996-97

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

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

Jim Pinnington, Vice Chairman, National Council of Industry Training Organisations (succeeding Alan Goldsbro, Executive Committee Member)

Michael Harris, Clerk to The Clothworkers' Company

Mrs Dorothy Wright, Department for Education and Employment

Representatives from industry training organisations

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

Ray Lee, Director, Motor Industry Training Standards Council

Dave Roddam, Head-Careers, Engineering and Marine

Training Authority (succeeding Mrs Sue Peacock, Head of External Affairs and Policy)

Mrs Ann Mason, Modern Apprenticeship Development Manager, Hospitality Training Foundation (succeeding Dr Anne Walker, Research Director)

David Hall, Regional Manager, Construction Industry Training Board

Peter Huntington, Chief Executive, Meat Training Council

Bob Woodhouse, Hairdressing Training Board

Representative skills competition organisers
David Battersby, Managing Director, Hospitality and Leisure Manpower Ltd (Cookery and Waiting)

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

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

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

Skill Olympics National Committee (1996-97)
Jim Hammer CB, UK Technical Delegate, Chairman

Sector-Vehicle Engineering
Sector representative: Mike Allmond TD, Managing Director, Retail Motor Industry Training

Sector 3-Engineering Services
Sector representative: Nigel Bowden (resigned November 1996) Manager, Training Operations, Engineering Construction Industry Training Board

Sector 4-Construction
Sector representative: Barrie Roe, Section Manager - Construction, Peterborough Regional College (succeeding Geoffrey Parkinson, Head of Department, Construction Industry Training Board (Northern Ireland))

Sector 5-Consumer Services
Sector representative: David Battersby, Managing Director, Hospitality and Leisure Manpower Ltd

Sector 6-Electrical/Electronics
Sector representative: Barry Davis, Executive Councillor, AEEU

Training provider representative: Dennis Knowles, Technical Training Manager, Centrex

Training development adviser: Peter Neate, Computing and educational consultant

Team leader: Archie Sharkie MBE Formerly Industrial Liaison Officer, North Glasgow College

UK SKILLS staff

Patricia Snell, Chief Executive

Jonathan Freeman, Communications Manager

Basil Henson, Project Manager (part-time)

David Innes-Wilson, Administration Manager

Hilary Jennings, Development Manager

Mary Johnson, Secretary to Chairman and Chief Executive (until 31 December) (temporarily succeeded by Margaret Parker and Sheila Reay)

Charles Turner, Operations Manager



UK SKILLS staff (l-r): Basil Henson, Hilary Jennings, David Innes-Wilson, Jonathan Freeman, Sheila Reay and Charles Turner

Directors and professional advisers

Directors

Sir John Cassels CB (Chairman)
 Dr N A D Carey
 J D G Hammer CB
 D Bartley
 B J Gibbens OBE
 Prof C Hilsum CBE
 P M Leith OBE
 W H Brignall
 P C Rainbird
 D J Lindop
 B P Barber
 J Graham
 I Walters
 M Nicholas

Secretary

B J Gibbens OBE

Registered Office

1 Giltspur Street
 London EC1A 9DD

Bankers

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

Auditors

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

Solicitors

Bates, Wells & Braithwaite
 138 Cheapside
 London EC2V 6BB

Status

Company limited by guarantee

Charity Registration Number

1001586

Company Registration Number

2535199

Directors' report

The directors have pleasure in submitting their report and audited accounts for the financial year ended 31 March 1997. The accounts are shown on pages 21 to 26.

Results, activities and future developments

The accounts show a very welcome reduction in the deficit for the year to £8,285 (1996: £40,458), although there has been a disappointing fall in membership subscriptions, mainly because a number failed to renew membership for a further two years. The improved situation is largely due to the additional project funding received from the Department for Education and Employment, which cannot be relied upon for the future.

The directors are still concerned that additional income is required to ensure that transfers from reserves are kept to a minimum and have agreed that a special group should be formed to co-ordinate marketing and fundraising activities as the top priority for the coming year.

The principal activities of the company in 1996/97 are described elsewhere in this report. An indication of future developments is given on page 15.

Board of directors

The following held office as directors during the year:

Chairman

Sir John Cassels CB

Nominated directors:

Dr Nick Carey (City & Guilds)
 Matthew Nicholas (DfEE) (appointed 23 April 1996)

Elected directors:

Brendan Barber
 David Bartley
 Bill Brignall
 Barney Gibbens OBE
 John Graham
 Jim Hammer CB
 Prof Cyril Hilsum CBE

Prue Leith OBE

Derek Lindop

Peter Rainbird

Ian Walters

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

In accordance with the Articles of Association, Bill Brignall, Derek Lindop and Peter Rainbird retire by rotation at the annual general meeting and are eligible for re-election for a further three-year term.

Staff

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

Fixed assets

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

Auditors

The auditors, Smith & Williamson, have indicated their willingness to continue in office and a resolution concerning their appointment will be proposed at the annual general meeting.

Approved by the board of directors and signed on behalf of the board.

B J Gibbens OBE FCA

Secretary, 15 August 1997

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**

Auditors' report to the members of UK SKILLS

We have audited the accounts on pages 21 to 26 which have been prepared under the historical cost convention and the accounting policies set out on page 23.

Respective responsibilities of directors and auditors

As described earlier on this page 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 1997 and of its deficit for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Smith & Williamson
Chartered Accountants
Registered Auditors

No 1 Riding House Street
London W1A 3AS

15 August 1997

	Notes	1997 £	1996 £
Incoming resources			
Grants from Department for Education and Employment		277,957	256,931
Income from membership		20,270	41,814
UK team services		-	75,268
Miscellaneous income		4,346	7,540
Bank interest receivable		17,538	20,223
Total incoming resources		<u>320,111</u>	<u>401,776</u>
Resources expended			
Direct charitable expenditure	4(a)	178,685	291,850
Fundraising and publicity	4(b)	89,814	65,654
Management and administration of the charity	4(c)	59,897	84,730
Total resources expended	4(d)	<u>328,396</u>	<u>442,234</u>
NET movement in funds	2	(8,285)	(40,458)
Balance brought forward at 1 April 1996		<u>343,338</u>	<u>383,796</u>
Balance carried forward at 31 March 1997		<u>335,053</u>	<u>343,338</u>

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

22 Balance sheet as at 31 March 1997

	Notes	1997 £	1996 £
Fixed assets			
Tangible	5	942	1,786
Current assets			
Debtors	6	45,645	31,849
Cash at bank and in hand		408,273	374,343
		453,918	406,192
Creditors: Amounts falling due within one year	7	(119,807)	(64,640)
NET current assets		334,111	341,552
Net assets		335,053	343,338
Funds			
Unrestricted		335,053	343,338

These accounts were approved by the board of directors on 15 August 1997

Signed on behalf of the board

Sir John Cassels CB
Chairman

1. Accounting policies**Accounting convention**

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

Grants

Grants received during the year are taken to income in the year, 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.

Corporate management recharge

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

Depreciation

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

Operating leases

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

Taxation

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

2. Net movement in funds

is stated after charging

	1997 £	1996 £
Auditors' remuneration	2,760	2,500
Hire of other assets – operating leases	23,661	23,100
Depreciation	844	774

3. Staff costs

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

	1997 £	1996 £
Wages and salaries	145,557	152,370
Social security costs	13,329	13,185
Other pension costs	5,684	6,504
	164,570	172,059

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

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

No remuneration was paid to the directors during the year.

4. Resources expended

4. Resources expended				1997	1996
				£	£
(a) Direct charitable expenditure					
Special projects				50,221	58,170
Representation on IVTO				28,618	23,026
National framework of skills competitions				56,213	58,594
UK team selection and preparation				43,633	76,792
UK team entry costs				-	75,268
				178,685	291,850
(b) Fundraising & publicity					
Fundraising				23,968	26,000
Publicity				65,846	39,654
				89,814	65,654
(c) Management & administration of the charity					
Salaries				39,767	56,128
Office costs				7,600	15,991
Meetings & travel				1,774	2,109
Professional services				10,756	10,502
				59,897	84,730
(d) Total resources expended					
	Staff costs	Depreciation	Other costs	1997	1996
	£	£	£	Total	Total
				£	£
Direct charitable expenditure	76,782	270	101,633	178,685	291,850
Fundraising & publicity	48,021	228	41,565	89,814	65,654
Management and administration	39,767	346	19,784	59,897	84,730
	164,570	844	162,982	328,396	442,234

5. Fixed assets

Computers and office equipment cost

At 1 April 1996

Additions

At 31 March 1997

Depreciation

At 1 April 1996

Charges for the year

At 31 March 1997

Net Book Value

At 31 March 1997

At 31 March 1996

£

14,628

-

14,628

12,842

844

13,686

942

1,786

6. Debtors

Trade debtors

Prepayments and accrued income

Other debtors

VAT

1997

£

29,192

10,900

5,553

-

45,645

1996

£

5,740

12,011

6,053

8,045

31,849

7. Creditors: Amounts falling due within one year.

Trade creditors

Other creditors including taxation and social security

Accruals and deferred income

£

41,124

4,316

74,367

119,807

£

37,405

2,072

25,163

64,640

8. Capital

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

9. Taxation

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

10. Pensions

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

11. Operating lease commitments

	1997	1996
Lease commitments expiring within one year		
Land and buildings	<u>£25,644</u>	<u>£23,171</u>

Skills competitions 1996-97

A growing number of companies, colleges, Industry Training Organisations, Training and Enterprise Councils/Local Enterprise Companies, and other organisations within the world of vocational education and training are playing valuable parts in running skills competitions.

There are also many organisations and individuals committed to contributing towards sending the UK team of competitors and technical experts to the Skill Olympics at St Gallen in July 1997.

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

Our thanks to you all.

Support for national competitions and competitors by industry sector**Automotive****SkillAUTO's National Automotive Technician Competitions**

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

Construction SkillBUILD

organised by SkillBUILD Competitions Ltd sponsored by Construction Industry Training Board (CITB), Elu Power Tools, Brolac, British Gypsum, Hanson Brick, Purdy Corporation, College of North West London supported by Leeds College of Building, Peterborough Regional College, Essex TEC, Guild of Bricklayers, British Furniture Trade Joint Industrial Council, The Institute of

Carpenters, Painting Craft Teachers Association, DeWalt Power Tools, Record Tools, Rollins & Sons, Stone Federation GB, CITB Northern Ireland, Building Employers Confederation, B&CE, Interbuild Trust, Worshipful Company of Masons, Arco Workwear, Worshipful Company of Carpenters, National Joint Council for the Building Industry, CENTEC, Sussex Enterprise, HAWTEC, James Latham plc, Coventry and Warwickshire TEC, P C I Cookson, H & R Johnson Tiles B Darnton & Co Ltd, Leeds College of Building, Peterborough Regional College, Shrewsbury College of Arts and Technology, Capital Masonry Company Ltd, City of Bath College, T Sheerin & Son, Hastings College of Arts and Technology, Wakefield Metropolitan District Council, Buckinghamshire College of Higher Education, Wisby Group Ltd, Hackney Community College, Bradford & Ilkley Community College, Croydon College, SOLOTEC, Brian Hyde

Electrical/Electronics SkillELECTRIC

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

Top Technician in Industrial Electronics

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

SkillIT- Young IT Technician of the Year

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

Engineering services Joint Industry Board National Plumbing Competition

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

National Refrigeration Skills Competition (SkillFRIDGE)

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

National Patternmaking Competition

organised by The Institute of British Foundrymen and sponsored and supported by Pattern Model and Mould Manufacturers Association, South Staffordshire Training Association Ltd, Sandwell College, Duport Harper Foundries Ltd, Hillside Foundry (Staffordshire) Ltd, John Burn & Co (B'ham),

George Sykes Ltd, William Round & Son Ltd, IBF East Midlands, IBF West Midlands, Graham Hall, Ken Morris, Keith Berridge, Joe Harvey, Rolls-Royce plc, Patterns Plus, Coventry Technical College

Engineering/Manufacturing Mechatron '96 - The Multiskill Competition (SkillMECHATRONICS)

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

Consumer services Hospitality Skills

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

UK Fine Jewellery Competition

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

Committed support for the UK team for the 1997 Skill Olympics

Air UK, Alexandra Workwear, Clarks International, Construction Industry Training Board, Marks & Spencer, Parcelforce, Sheraton Park Tower Hotel, Sherman Cooper, Training & Employment Agency (Northern Ireland)

Support for 1997 UK team leaders

Derby Tertiary College, North Glasgow College

UK•SKILLS

1 Giltspur Street
London EC1A 9DD

Tel: 0171-294 2420

Fax 0171-294 2430

E-mail: uk_skills@compuserve.com

September 1997

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INVESTOR IN PEOPLE



1 Giltspur Street
London EC1A 9DD
Tel: 0171-294 2420
Fax 0171-294 2430
E-mail: uk_skills@compuserve.com

UK • SKILLS

