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UK SKILLS' aims are to:

- encourage and promote the development of skills competitions as an effective means of raising and maintaining standards of vocational skills and contributing to the achievement of national education and training targets
- set standards for national skills competitions
- act as the official UK representative on the International Vocational Training Organisation (IVTO)
- select and co-ordinate the entry of UK teams to the biennial World Skills Competition (Skill Olympics)

UK SKILLS is committed to supporting the development of world-class standards of vocational skills in the **United Kingdom**, its central contribution being to enter highly competitive teams for the **World Skills Competition (Skill Olympics)**. This involves developing the part played by skills competitions in the **United Kingdom** and promoting as wide an understanding as possible of the key importance of vocational skills to national prosperity.

Contents

2	Chairman's statement
3	Chief Executive's review of the year
6	National framework of skills competitions
9	The Manpower National Skills Festival 2000
10	International activities
11	Further Education Skills Competitions Council
13	Projects
14	Membership
15	Finance
16	Future plans
17	UK SKILLS board/staff
19	Directors' report and accounts
27	National framework of skills competitions – supporters and sponsors

Chairman's statement



UK SKILLS' central concern is to help people to see that practical and vocational skills are of immense value in themselves, that they open the way to a rewarding working life and that a country which excels in practical skills is already well down the road to success in an era of global competition.

This message has too often been neglected in this country. As the knowledge revolution sweeps through the world, it is still too often overlooked. One in three of our young people now go straight into higher education from school or college, and that is excellent. But what of the majority who don't? There is encouragement in the greater numbers taking up modern apprenticeships or otherwise committing themselves to qualifying as technicians, craftsmen or skilled office workers, but far too many still don't take the chances open to them. It is a tragedy if these young people, and their parents, fail to grasp the value of the opportunities open to them and the dangers of passing them by. And it is a tragedy when employers short-sightedly go along with them, as too many still do.

I would say, then, that our most significant act this year has been to develop a joint initiative with The Prince's Trust to mount a millennium event to celebrate vocational skills. We have jointly set up a company for this purpose. We are now hard at work with our partners, the New Millennium Experience Company, the Department for Education and Employment and the sponsors of the event, Manpower plc, to deliver a memorable and, we trust, influential Manpower National Skills Festival 2000 next year.

But I anticipate. In the year under review good practical progress was made. The number of competitions which have the seal of approval, our kitemark of quality, grew strongly. Especially welcome has been the increasing involvement of further education colleges in skills competitions, which has seen rapid growth in the membership of the Further Education Skills Competitions Council. Next year, thanks to the continued generosity of the Clothworkers' Foundation, a new range of competitions in schools will provide

opportunities at an impressionable age for young people to develop and demonstrate their skills.

In Europe we have taken a leading part with the Dutch in setting up a new organisation – SkillsEUROPE – to promote competitions and to reach out to the many European countries not yet in membership of the International Vocational Training Organisation. A highlight of the year was EuroSkills '98, a pilot competition organised by sBN Dutch Skills and held in Groningen. The interest of spectators there was whetted by 'have a go' opportunities to test their own abilities, and successful efforts were made to attract schoolchildren and unemployed young people to attend and receive careers information and advice. Many lessons for the future were learned.

In giving this account of our work, I must pay a special tribute to the many people who run skills competitions, prepare competitors for them and in all sorts of other ways help to make so many events possible. UK SKILLS itself is deeply in the debt of all those who give time to participate in its work. The debt extends much wider too – especially to employers who support competitors so generously, to sponsors and to training organisations.

This year has seen two changes in the membership of our Board. Bob Avis resigned on retirement from British Steel; and we welcomed back Derek Grover as the representative of the Department for Education and Employment on the resignation of Matthew Nicholas. In accordance with our Articles, Brendan Barber, John Graham and Ian Walters will retire by rotation at the end of the 1999 Annual General Meeting and offer themselves for re-election for a further term.

Finally, I pay warm tribute as always to the unceasing hard work of our Chief Executive, Pat Snell, and her small team of highly committed colleagues. In doing so, I know I speak for the whole Board.

Sir John Cassels

Chief Executive's review of the year



This has been another successful year for UK SKILLS and we continue to make progress, both nationally and internationally, towards the achievement of our aims.

The year began with our move into new offices provided by The Prince's Trust and we are most grateful for all that was done to make our arrival as trouble-free as possible. We were able to resume normal working with a minimum of disruption. This stood us in very good stead during a year of hectic activity as planning for the joint initiative with The Prince's Trust for a national festival of skills in 2000 began to occupy more and more of our time.

National activities

The national framework of skills competitions continues to expand. An increasing number of industry sectors are either developing new skills contests in response to approaches by us or seeking recognition of existing events by applying for the seal of approval, which is increasingly recognised as the 'kitemark' of quality. The inclusion of a reference to the value of skills competitions in the recent prospectus for National Training Organisations has undoubtedly contributed to this growth in a number of new areas. It is especially encouraging to note the formation of SkillENG as an umbrella body overseeing competitions in the engineering sector. Other developments are detailed later in this report.

The Further Education Skills Competitions Council (FESCC) – established with strong support from us to ensure a further education involvement in skills competitions generally – has been actively involved with a number of new initiatives. FESCC has applied to become a corporate member of UK SKILLS and arrangements to provide member colleges of FESCC with associate membership are well advanced.

The project to develop competitions in the performing

arts for the disadvantaged, which is funded by the Bridge House Estates Trust, is progressing satisfactorily and the equal opportunities project continued to receive valuable help from Lewisham College and Lambeth College.

Thanks to a further very generous grant from the Clothworkers' Foundation we are able to make a start on a new and exciting project to develop skills competitions in schools and we look forward to a schools presence in the millennium event.

A start has been made on selecting the UK SKILLS team for the 1999 Skill Olympics in Montréal and it is likely that we shall be able to enter competitors in 30 trades. We have introduced new arrangements for training the technical experts and preparatory training for the team continues to be a priority. Archie Sharkie and Martin Jones, to whom I express our warmest thanks for their past invaluable services as team leaders for a number of previous Skill Olympics, decided not to accept appointment for the 1999 event and two new team leaders have been appointed.

International

UK SKILLS continues to play a significant role within the International Vocational Training Organisation (IVTO) and was represented at the General Assembly and committee meetings held in São Paulo in September. Sir John Cassels, as UK Official Delegate, has been instrumental in persuading IVTO to adopt a more positive approach to marketing. He was invited to become co-chairman of a new marketing group, set up on his initiative, to look at ways of raising the organisation's public image so that it may better carry out its aims. Jim Hammer, UK Technical Delegate, has also been active in the IVTO Technical Committee and played a major part in securing changes to the rules for the Skill Olympics and more realistic test projects for the competitions.

SkillsEUROPE, the company established by ourselves and our Dutch colleagues to organise European skills competitions, has had a number of meetings following the successful piloting of EuroSkills'98 by The Netherlands in the autumn. Sir John Cassels has now relinquished the chairmanship of SkillsEUROPE – in favour of Drs Cees Beuk from The Netherlands – but remains a director.

The Manpower National Skills Festival 2000

Last year's annual report included a brief reference to our very exciting joint initiative with The Prince's Trust for a major millennium event to promote the value of vocational skills. This is supported by the New Millennium Experience Company (NMEC) who have secured major sponsorship from the employment services agency Manpower plc. Sir David Thorne has been appointed to head up the project which will be run by the Skills Festival Company, a newly-established jointly owned subsidiary of The Prince's Trust and UK SKILLS.

After lengthy negotiations with NMEC a contract was signed on 30 March and plans for the festival, which will include a strong regional focus to encourage skills events throughout 2000, are fast gathering momentum. The main event is planned for July when a wide range of industry sector skills competitions will be staged under one roof at the NEC in Birmingham to provide the first-ever UK skills championships. In addition, there will be demonstrations and other skills-related activities. At present a small number of major skills competitions have indicated that they may not be taking part in the NEC event. If this is the case then many of those skills will be covered by demonstrations organised by further education colleges and others.

Much time and effort has been spent on establishing, with NMEC and the sponsor, a marketing programme and brand identity for the festival. Once agreed, this will need to be accepted by all those taking part. We shall be actively engaged in this

and all other aspects of the festival during the coming two years.

Finance

Securing the necessary finance to carry out all our activities remains a continuing problem for which, as yet, there is no solution. We continue to rely on and to be most grateful for the funding we receive from the Department for Education and Employment (DfEE). Under the terms of our contract with DfEE, however, more than half of this grant has to be related to our international activities as the UK representative on the IVTO and to the selection and entry of the team to the Skill Olympics. This year we received some additional help from DfEE in support of a UK entry for the pilot European skills competition.

We are most grateful to The Prince's Trust whose generosity in providing us with office accommodation has made a significant contribution to the improvement in the year's financial out-turn which shows a very satisfactory surplus. However, most of that surplus arose from taking the advance payment of the £100,000 grant for our schools project as income for the year and, as this is already committed, the real increase in the reserves, on which we rely to fund our ongoing work, is considerably less.

Conclusion

It is thanks to the dedication and devotion of our small staff and to the enthusiastic support of the many hundreds of individuals and organisations in industry and further education who believe in helping young people to gain high standards of vocational skills that so much has been achieved during the past year. We now approach our tenth anniversary with confidence based on past success and in the belief that increased recognition of our work will enable us to continue to develop in the same vein.

Patricia Snell



National framework of skills competitions



During the year, the following newly developed competitions successfully applied for UK SKILLS' seal of approval:

UK-wide competitions

- **UK CNC Milling Competition** supported by Machine Tool Technologies Association (MTTA), Engineering and Marine Training Authority (EMTA) and METCOM, feeding a competitor into the World Skills Competition in Montreal.
- **SkillTHERAPY** Beauty therapy, providing a competitor for the World Skills Competition in Montreal (trade demonstration). Founded by the Further Education Skills Competitions Council (FESCC).
- **SkillFLORIST** Floristry, feeding through to an entry to the World Skills Competition in Montreal. Supported by the Floristry Training Council and its member organisations.
- **SkillCAD** Computer-aided design, also feeding through to the World Skills Competition in Montreal. Supported by Edexcel, Autodesk and EMTA.

Other competitions accredited for the first time

- **Northern Ireland Engineering Competition** engineering skills competition for the province, supported by the Engineering Training Council, Northern Ireland.
- **Nestlé Toque d'Or** hospitality skills competition for colleges.
- **Skill IT – BCS Programming Competition** open to students in secondary and further and higher education, as well as employees from the IT industry – programming skills, run by the British Computer Society.

Renewals of the seal of approval

These competitions were re-accredited:

- SkillAUTO – National Automotive Technician Competitions
- SkillBUILD
- SkillBUTCHER
- SkillELECTRIC
- SkillFORM – National Patternmaking Competition
- SkillFRIDGE
- SkillHOSPITALITY
- Skill IT – IT User competition
- SkillRETAIL
- Joint Industry Board National Plumbing Competition
- Top Technician in Electronics
- UK Fine Jewellery Competition
- Tom Nevard Competition (for Ministry of Defence apprentices).



Claire Gaffling, 21, of The Fell Nursing Home, Gateshead, won the Modern Apprentice of the Year title and two Concorde tickets to New York as first prize in the Mirror Group sponsored competition.

Competition finals held during 1998–99:

April '98	7	Nestlé Toque d'Or
	25	Académie Culinaire Awards (service)
	27–1	UK CNC/Milling Competition
May	29	Prison Service Brickwork
	12–14	SkillFRIDGE
	20	Northern Ireland Engineering
June	5	Toyota, Junior Technician
	8–12	SkillELECTRIC
	11–17	CraftEx – 98 (Trades House of Glasgow)
July	7–9	SkillBUILD
August	10–14	Tom Nevard Competition (MOD)
September	3	Ireland Cross-border Engineering Challenge
	14–17	Top Technician in Industrial Electronics
	22–30	Print Grand Prix
	24	Arriva – technician
October	12–15	Peugeot Master Technician of the Year
	15–17	Skill IT – Young IT User
	26–1	EuroSkills '98, Groningen
	26–29	SkillFORM
November	3	Ford Multi-skills Competition
	20	EEF Apprentice of the Year for Wales
December	8	SkillPOLYMER (national pilot)
January '99	25–28	Nestlé Toque d'Or
	26–27	SkillHOSPITALITY
March	2–4	SkillFRIDGE
	9–11	SkillMECHATRONICS
	17	Inter Prison Inmate Bricklaying Competition
	20	Skill IT – BCS Programming Competition
	25	SkillBUILD Northern Ireland
	22–26	SkillCAD

Bold denotes a competition providing potential entrants to the World Skills Competition.

SkillRETAIL competitions were held in Staines, Nottingham, London Borough of Wandsworth, Bracknell, Birmingham, Maidstone, Sutton, Dacorum, Maidstone.



Mark Charlton, winner of the IT User of the Year, with Anne Russell, Chief Executive, IT NTO, Barney Gibbens, Chairman, IT User of the Year Competition, and Terry Hook, Director of Education and Training, IBM.



The Mayor of Barking & Dagenham with the Halewood team at the Ford Apprentice Competition 1998



Jay Worbey, Normalair Garrett Ltd, Yeovil, winner of the UK CNC Milling Competition final at MACH 98

Under development

The following sectors have competitions under development:

- **Polymers** led by the National Training Organisation, PAINTO
- **Music** London-wide competition being developed by London Arts Training Consortium, with funding from The Bridge House Estates Trust Fund
- **Healthcare** initiatives being developed by the Further Education Skills Competitions Council and the National Training Organisation, Healthwork UK
- **Media** led by the Further Education Skills Competitions Council
- **Printing** led by the Printing and Graphic Design National Training Organisation
- **SkilliENG** was formed, under the chairmanship of Rt Hon Lord Trefgarne PC, Chairman of the Engineering and Marine Training Authority, to act as an umbrella body for competitions in the engineering sector.
- **SkilliHAIR**, under the chairmanship of Daniel Field and **SkilliTHERAPY**, chaired by Jane Lewis-Orr, were formed to act as umbrella bodies for competitions in the hairdressing and beauty therapy sectors.

Competitions Policy Committee

The Competitions Policy Committee was re-formed in September 1998 with the following membership:

- **John Graham** (*Director of Resourcing and Development, GEC plc*) *Chairman*
- **Nick Adair** (*Deputy Principal, Henley College, and Further Education Skills Competitions Council*)
- **David Battersby OBE** (*Managing Director, Hospitality and Leisure Manpower Ltd and SkillHOSPITALITY*)
- **Dr Paul Gallagher OBE** (*formerly Principal, Bradford & Ilkley Community College*)
- **Nicholas Gooderson** (*Training Development Manager, Construction Industry Training Board and SkillBUILD*)
- **Jim Hammer CB** (*UK Technical Delegate to International Vocational Training Organisation*)
- **Mike Nixon** (*Chief Executive, North London TEC*)
- **Mrs Anne Russell** (*Chief Executive, Information Technology National Training Organisation and Skill IT*)
- **Ms Shirley Lindley** (*Senior Policy Development Officer, NTO National Council*)
- **Mrs Dorothy Wright** (*Head of National Training Awards Office, Department for Education and Employment*)



Two former Skill Olympic contestants, James Shoulder, a joiner from London, and Jonathan Harris, a cabinet maker, from Nairn, Scotland, won Queen Elizabeth scholarships in June 1998. James (right), received £7000 to study geometrical staircase and hand-rail building and double curvature – spiral stairways and their banisters. Jonathan, (left) received £3,500 to learn ornamental woodcarving and gilding. They are seen here with Christopher Rowe, President of the Royal Warrant Holders Association, which set up The Queen Elizabeth Scholarship Trust.

The Manpower National Skills Festival 2000

The Manpower National Skills Festival 2000 is an initiative developed in partnership with UK SKILLS and The Prince's Trust and is part of the Millennium Experience National Programme. The project aims to help young people to succeed by promoting excellence in practical skills, so generating high-quality jobs for the future.

The initiative is a nationwide series of skills-related events, culminating in July 2000 at the biggest celebration of skills yet staged in the UK – the first-ever national skills championships at the NEC Birmingham on 5–9 July. The festival, sponsored by Manpower plc, has the backing of the Department for Education and Employment.

UK SKILLS and The Prince's Trust held an initial consultative meeting for skills competition organisers in April 1998. In December, competition organisers were invited to presentations by the project partners and sponsor at the visitors' centre at The Dome. A regional co-ordination meeting followed for a wider constituency of education and training bodies with regional networks, such as the further education sector, Training and Enterprise Councils (TECs) and National Training Organisations. Further meetings took place at the NEC Birmingham in January 1999. The partners devised a programme of regional briefings to promote the activities. The Prince's Trust initiated plans for a reception at St James's Palace in May to launch the festival to major industrialists.

The initial thrust has been to gain the commitment of key influencers in the world of education and training. Further education colleges, local authorities, TECs and careers services are already showing considerable enthusiasm and support for regional events. Birmingham City Council has given the festival its full endorsement.

The Project Director, Sir David Thorne KBE CVO, took up his appointment in September 1998 and was joined by Andrea

Morley and Helen Tridgell, Project Managers, in December.

The proposals for the festival provide many opportunities for people of all ages and from all walks of life to take part – entering or watching competitions and demonstrations, or having a go at new skills. The NEC event will include skills championships, interactive displays, multimedia skills and careers centres, as well as exhibitions and celebrity events.



MANPOWER
NATIONAL SKILLS FESTIVAL



UK SKILLS

DfEE





Projects

Skills challenge for schools

Skills competitions will move into schools in the coming year, financed through a most generous donation of £100,000 from the Clothworkers' Foundation, the charitable arm of the Clothworkers' Company, one of the oldest of the City livery companies.

The aim is to develop and test certain occupational and key skills and attract more young people into industry. Initial proposals are for pilot events in several sectors, such as catering, information technology and engineering, as well as key skills, including communication and team working. A number of local education authorities will be encouraged to participate.

The intention is to launch these as pilot 'junior' championships within the Manpower National Skills Festival 2000.

Equal opportunities

- UK SKILLS continued to address the issue of equal opportunities. A small working party comprising representatives from Lewisham College, Lambeth College, and Frances Sloan, Project Manager for Skill IT, has explored ways in which skills competitions could be opened up to people of all backgrounds.
- Trevor Gordon, Head of Equal Opportunities Services, Lambeth College, attended the Further Education Skills Competitions Council meeting in November 1998 to discuss methods it could adopt to extend its membership to colleges with a high percentage of students from minority groups and, in particular, inner city colleges.
- UK SKILLS reviewed its code of practice for skills competitions, as well as its publications, to address relevant issues and has drawn up a new strategy on equal opportunities.

Special projects

Three initiatives were started at the request of HRH The Prince of Wales:

- A small working group has been set up under the chairmanship of Brigadier Peter Lyddon MBE, Chapter Clerk at York Minster, to look at ways in which stonemasonry skills can be demonstrated to the public in cathedrals throughout the UK as part of the Manpower National Skills Festival 2000.
- Another group, chaired by Tom Shebbeare, Chief Executive of The Prince's Trust, is developing a project involving young apprentices to construct a building for use by the community. Birmingham City Council has agreed to donate a site in a deprived area of the city. Proposals for the use and design of the building will be submitted by architects drawn together by Fred Taggart, Director, Economic Regeneration, Business in the Community, and David Lunts, Chief Executive, Foundation for Architecture and Environment.
- A steering group has been formed to promote craft skills and to investigate ways of increasing employment opportunities. The chairman is Christopher Rowe, past President of The Royal Warrant Holders Association and past Chairman of the Queen Elizabeth Scholarship Trust. Members of the group include the Crafts Council, The Prince's Trust – Business Division, West Dean College and the Countryside Agency.

Membership

The Board has agreed revised rules for corporate membership which will come into effect on 1 April 1999. From this date there will be only one class of membership. The entitlement of all members to attend and speak at general meetings of the Company remains unchanged.

The Board has agreed a flexible system of variable rates for membership, dependent upon the type of organisation.

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

Members

British Aerospace plc
Rolls-Royce plc
Clothworkers' Foundation

Associates

GEC plc
The Post Office
Whitbread plc
British Steel plc
JT Ltd
Focus Central London Training and Enterprise Council
London East Training and Enterprise Council
Calderdale & Kirklees Training and Enterprise Council
Leeds Training and Enterprise Council
Sheffield Training and Enterprise Council
Hampshire Training and Enterprise Council
Essex Training and Enterprise Council
Manchester Training and Enterprise Council
North Glasgow College
Cumbria Training and Enterprise Council
Manchester College of Arts and Technology
Engineering Construction Industry Training Board
Engineering and Marine Training Authority

SkillBUILD (Northern Ireland)
Leeds College of Building
Bradford & Ilkley Community College
Tyneside Training and Enterprise Council
Darlington College of Technology
Peterborough Regional College
North Lincolnshire College
Plymouth College of Further Education
Barnsley College
Henley College Coventry
Coventry Technical College
North London Training and Enterprise Council

Finance

The six main areas of activity covered by the accounts for 1998–99 were:

1. Development of the national framework
2. Setting and verifying competition standards
3. Promotion and public relations
4. UK representation on the International Vocational Training Organisation (IVTO)
5. Selection and entry of the UK team for the Skill Olympics
6. Manpower National Skills Festival 2000.

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

Grants and donations

UK SKILLS wishes to express its gratitude to the following:

- the Department for Education and Employment for providing our major grant as well as additional grants to enable us to undertake specific projects
- the Bridge House Estates Trust for providing £30,000 as the first instalment of their grant reported last year to fund a project to develop skills competitions for disadvantaged young people in Greater London
- The Clothworkers' Foundation for agreeing to provide £100,000 to fund a project to develop skills competitions in schools.

Expenditure 1998/99

	Total (£)	%
1 IVTO	25,993	9
2 Framework	43,465	15
3 Team	39,073	13
4 Competition standards	18,098	6
5 National Skills Festival	60,689	22
6 Corporate Management	30,213	10
7 Promotion/PR	53,111	18
8 Fundraising	20,945	7
Total	291,587	

Future plans



Our immediate priorities for the coming year will be to support the UK SKILLS team at the Montreal Skill Olympics and, in partnership with The Prince's Trust through our Skills Festival Company, to ensure the success of the Manpower National Skills Festival 2000.

In the longer term we are committed to the continuation of our close involvement with The Prince's Trust through the promotion of biennial skills festivals, organised by the Skills Festival Company, to encourage greater recognition of vocational skills across all sectors of the economy. Within these festivals we intend to establish UK skills championships as a regular event from which to select teams for future Skill Olympics. We shall be seeking to attract substantial sponsorship for these events.

The development of skills competitions in schools remains a firm commitment for the future. The aim is to provide more opportunities for all young people, regardless of gender and ethnicity, to obtain high-quality vocational skills. We shall continue to work with industry and the colleges to broaden the national framework of skills competitions that meet the standards required for national recognition. Encouraging the inclusion of key skills and teamwork in competitions and the development of new contests that meet the needs of disadvantaged young people will remain a priority.

At the international level we shall play an active part in making the IVTO more effective in promoting vocational education and training worldwide. We shall continue to make sure that the technical specifications used in the Skill Olympics adequately reflect current industrial practice. We shall support the development of SkillsEUROPE and where possible support the entry of a UK team in European competitions.



UK SKILLS Board



- 1 **Sir John Cassels CB (Chairman)**
Formerly Director, National Commission on Education
- 2 **Bob Avis**
Director, Human Resources, British Steel plc
- 3 **David Bartley**
Chairman, C J Bartley & Co Ltd
- 4 **Brendan Barber**
Deputy General Secretary, Trades Union Congress
- 5 **Dr Nick Carey**
Director-General, City and Guilds of London Institute
- 6 **Barney Gibbens OBE FCA (Company Secretary)**
Formerly Chairman, Sema Group plc Founding Master, Worshipful Company of Information Technologists
- 7 **John Graham**
Director of Resourcing and Development, GEC plc

- 8 **Derek Grover CB**
Director, Skills and Lifelong Learning, Department for Education and Employment
- 9 **Jim Hammer CB (UK Technical Delegate)**
Formerly Deputy Director-General, Health and Safety Executive
- 10 **Prue Leith OBE**
Formerly Chairman, Leith's Ltd Formerly Chairman, Royal Society of Arts
- 11 **Peter Rainbird CBE**
Chairman & Chief Executive, The Rainbird Group plc Chairman, EssexTEC Deputy Chairman, Construction Industry Training Board
- 12 **Tom Shebbeare CVO**
Chief Executive, The Prince's Trust
- 13 **Ian Walters**
Chief Executive, Training and Employment Agency, Northern Ireland

UK SKILLS staff



- 1 **Patricia Snell OBE**
Chief Executive
- 2 **Heidi Agbenyo**
PA to Chairman and Chief Executive
- 3 **Jonathan Freeman**
Head of Communications
- 4 **Basil Henson**
Adviser (Policy and Strategy)
- 5 **David Innes-Wilson**
Administration Manager
- 6 **Hilary Jennings**
Head of Operations and Development
- 7 **Charles Turner**
Operations Manager



Directors' report and accounts

Directors and professional advisors

Directors

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

Secretary

B J Gibbens OBE FCA

Registered office

18 Park Square East
 London NW1 4LH

Bankers

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

Auditors

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

Solicitors

Bates, Wells & Braithwaite
 138 Cheapside
 London EC2V 6BB

Status

Company limited by guarantee

Charity registration number

1001586

Company registration number

2535199



Directors' report

The directors have pleasure in submitting their report and audited accounts for the financial year ended 31 March 1999. The accounts are shown on pages 22 to 26.

Results, activities and future developments

The surplus for the year of £116,520 compares very favourably with last year's deficit (£8,460). However, £100,000 of this surplus represents the grant from the Clothworkers' Foundation for a two-year project beginning in the next financial year to develop skills competitions in schools; and a further £12,500 is the balance of the grant from the Bridge House Estates Trust, which will be expended during the first half of the next financial year. Excluding these items, the surplus arising from the company's activities during the year was £4,020 which shows a satisfactory improvement from the 1997/98 deficit of £8,460.

The continuing decline in membership levels over the past year has led to a full review of the membership scheme. It is hoped that the revised terms of membership will attract additional associate members in the coming year.

The principal activities of the company in 1998/99, are described elsewhere in this report. An indication of future developments is given at page 16.

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) (*resigned 14 July 1998*)

Derek Grover CB (DfEE) (*appointed 14 July 1998*)

Elected directors Bob Avis (*resigned 29 March 1999*)

Brendan Barber, David Bartley, Barney Gibbens OBE FCA

John Graham, Jim Hammer CB, Prue Leith OBE,

Peter Rainbird CBE, Tom Shebbeare CVO, 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 Brendan Barber, John Graham and Ian Walters will resign at the annual general meeting and offer themselves for re-election.

Staff

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

Year 2000

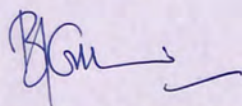
Many computers and digital systems express dates using only the last two digits of the year and will thus require modification or replacement to accommodate the Year 2000 and beyond in order to avoid malfunctions and resulting widespread commercial disruption.

The directors have assessed the risks to the business resulting from the date change of the Year 2000 and have taken steps to address any risks identified.

Auditors

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

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



B J Gibbens OBE FCA
Secretary

17 August 1999

Statement of directors' responsibilities in respect of the accounts

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

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

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

Auditors' report to the members of UK SKILLS

We have audited the accounts on pages 22 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 on page 20 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.

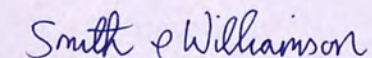
Basis of opinion

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 1999 and of its surplus 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

20 August 1999

Statement of financial activities for the year ended 31 March 1999

Notes	Unrestricted funds (£)	Restricted funds (£)	Total funds 1999 (£)	Total funds 1998 (£)
Incoming resources				
Grants from Department for Education and Employment	202,000	—	202,000	224,060
Income from membership	17,167	—	17,167	26,834
Other grants and donations	9	130,000	130,000	12,000
Miscellaneous income	35,616	—	35,616	19,525
UK team services	—	—	—	79,484
Bank interest receivable	23,324	—	23,324	18,197
Total incoming resources	278,107	130,000	408,107	380,100
Resources expended				
Direct charitable expenditure	4(a)	178,568	8,750	187,318
Fundraising and publicity	4(b)	74,056	—	74,056
Management and administration of the charity	4(c)	23,305	6,908	30,213
Total resources expended	4(d)	275,929	15,658	388,560
Net movement in funds	2	2,178	114,342	(8,460)
Balance brought forward at 1 April 1998		326,593	—	326,593
Balance carried forward at 31 March 1999		328,771	114,342	443,113

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

Balance sheet as at 31 March 1999

Notes	1999 (£)	1998 (£)
Fixed Assets		
Tangible	5	1,360
Investment	6	3
	1,363	1,103
Current Assets		
Debtors	7	106,289
Cash at bank		399,941
	506,230	367,499
Creditors: Amounts falling due within one year	8	(64,480)
	441,750	325,490
Net Current Assets	443,113	326,593
Net Assets	443,113	326,593
Funds		
Restricted	9	114,342
Unrestricted		328,771
	443,113	326,593

These accounts were approved by the board of directors on 17 August 1999. Signed on behalf of the board *John Cassels* Sir John Cassels CB Chairman

Notes on the accounts for the year ended 31 March 1999

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 Receivable** Grants receivable in the year are taken to income 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 is therefore treated as deferred income.
- **Corporate management recharge** Corporate management costs are apportioned between direct charitable expenditure, fundraising and publicity, and management and administration costs in accordance with the time spent on each category.
- **Depreciation** Computer and office equipment are depreciated at a rate of 33% per annum.
- **Fixed asset investment** Investments are stated at cost, unless a provision for any impairment in value is required.
- **Taxation** No provision has been made for either Income Tax or Corporation Tax, the company being exempt as a registered charity.
- **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 1997, are charged on a basis which spreads the expected costs and benefits over the average remaining service use of the employee in the scheme. Pension costs are therefore included in the accounts in accordance with the provisions of SSAP 24. The company also contributes to certain employees personal pension plans on a defined contribution basis. These contributions are charged in the year they are payable.

2. Net movement in funds

is stated after charging:

	1999 (£)	1998 (£)
Auditors' remuneration:		
– audit services	2,850	2,850
– other services	6,181	6,899
Hire of other assets – operating leases	—	23,978
Depreciation	742	873

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:

	1999 (£)	1998 (£)
Wages and salaries	172,944	158,019
Social security costs	13,267	13,846
Pension costs	6,525	4,082
	192,736	175,947

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

Office and management	6	6
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No remuneration was paid to the directors during the year.

4. Resources expended

	Unrestricted funds (£)	Restricted funds (£)	Total 1999 (£)	Total 1998 (£)	
(a) Direct charitable expenditure					
Special Projects	—	—	—	25,923	
Representation on IVTO	25,993	—	25,993	24,431	
National framework of skills competitions	34,715	8,750	43,465	47,520	
UK team selection and preparation	39,073	—	39,073	58,495	
UK team entry costs	—	—	—	79,484	
Competition standards	18,098	—	18,098	—	
National skills festival	60,689	—	60,689	—	
	<u>178,568</u>	<u>8,750</u>	<u>187,318</u>	<u>235,853</u>	
(b) Fundraising & publicity					
Fundraising	20,945	—	20,945	24,758	
Publicity	53,111	—	53,111	72,008	
	<u>74,056</u>	<u>—</u>	<u>74,056</u>	<u>96,766</u>	
(c) Management & administration of the charity					
Salaries	12,223	4,000	16,223	34,312	
Office costs	69	1,203	1,272	8,555	
Meetings & travel	315	1,705	2,020	1,029	
Professional services	10,698	—	10,698	12,045	
	<u>23,305</u>	<u>6,908</u>	<u>30,213</u>	<u>55,941</u>	
(d) Total resources expended					
	Staff costs (£)	Depre- ciation (£)	Other costs (£)	Total 1999 (£)	Total 1998 (£)
Direct charitable expenditure	122,957	475	63,886	187,318	235,853
Fundraising & publicity	52,443	200	21,413	74,056	96,766
Management & administration	17,336	67	12,810	30,213	55,941
	<u>192,736</u>	<u>742</u>	<u>98,109</u>	<u>291,587</u>	<u>388,560</u>

5. Tangible fixed assets

	£
Computers and office equipment	
Cost	
at 1 April 1998	15,662
Additions	999
At 31 March 1999	<u>16,661</u>
Depreciation	
At 1 April 1998	14,559
Charges for the year	742
At 31 March 1999	<u>15,301</u>
Net Book Values:	
At 31 March 1999	<u>1,360</u>
At 31 March 1998	<u>1,103</u>

6. Investment

	1999 (£)	1998 (£)
Investment in The Skills Festival		
Company Limited	<u>3</u>	<u>—</u>

The company holds 30% of the equity of The Skills Festival Company Limited, a company registered in England and Wales. The Skills Festival Company Limited was set up to organise a national skills festival to be held throughout the country during 2000.

7. Debtors

	1999 (£)	1998 (£)
Trade debtors	61,806	4,546
Prepayments and accrued income	43,898	9,391
Other debtors	585	1,371
VAT	—	3,308
	<u>106,289</u>	<u>18,616</u>

8. Creditors

	1999 (£)	1998 (£)
Amounts falling due within one year		
Trade creditors	5,785	20,206
Other creditors including		
taxation and social security	8,677	3,596
Accruals and deferred income	50,018	18,207
	<u>64,480</u>	<u>42,009</u>

9. Restricted funds

	Balance at 1 April 1998 (£)	Movement in resources Incoming (£)	Outgoing (£)	Balance at 31 March 1999 (£)
Bridge House Estates Trust Fund	—	30,000	15,658	14,342
The Clothworkers' Foundation	—	100,000	—	100,000
	—	130,000	15,658	114,342

The grant from the Clothworkers' Foundation is for a two-year project which will take place in the financial years 1999/2000 and 2000/2001 to develop skills competitions in schools and to establish junior championships.

The conditions of the Bridge House Fund stipulate that expenditure should be towards the costs of the London element of a project developing vocational skills competitions for disadvantaged young people. The fund is represented by current assets only.

10. Analysis of net assets between funds

	Fixed assets (£)	Net current assets (£)	Total funds (£)
Restricted funds	—	114,342	114,342
Unrestricted funds	1,363	327,408	328,771
	1,363	441,750	443,113

11. 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.

12. Taxation

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

13. Related parties

UK SKILLS hold 30% of the shares in The Skills Festival Company Limited, a joint venture with The Prince's Trust. During the year, UK SKILLS incurred £27,158 of expenditure on behalf of The Skills Festival Company Limited, which was subsequently invoiced. This amount is included in trade debtors at the year end. UK SKILLS occupies offices provided by The Prince's Trust.

The national framework of skills competitions – supporters and sponsors

More and more companies, colleges, organisations and individuals within the world of vocational education and training are playing valuable parts in the running of skills competitions. It is a tribute to their hard work and support that the national framework has grown so much throughout the year. Our thanks to all those listed here – and to all the individual entrants and employers too numerous to mention and to those whose names we may have inadvertently missed, we nonetheless appreciate your tremendous commitment. Together, you all help make skills competitions happen.

Support for accredited competitions by industry sector 1998/99

Automotive

SkillIAUTO organised by SkillIAUTO (Automobile Association (AA), British Agricultural & Garden Machinery Association (BAGMA), Soundwell College, The Freight Transport Association, The Institute of Automotive Engineer Assessors, The Institute of Road Transport Engineers, Motor Industry Training Council, Royal Automobile Club, Retail Motor Industry Federation, Retail Motor Industry Training (ReMIT), The Society of Motor Manufacturers and Traders, Transport & General Workers Union, TRANSFED, Transport Training Services Limited, Vehicle Builders and Repairers Association (VBRA)) sponsored by Automobile Association (AA), British Agricultural & Garden Machinery Association (BAGMA), Hartwells, Haynes Publishing, Inchcape Motors Retail, IAEA, Peugeot, Prosper Group, RAC Motoring Services, Rolls Royce Motor Cars, Rover Group, Snap-on Tools, The Institute of Road Transport Engineers, RTITB Ltd, Retail Motor Industry Training (ReMIT), Toyota GB, TRANSFED, Transport & General Workers Union and supported by 3M, Bodyshop Magazine, Boulsters of Banwell, Doncaster Motor Trades GTA, FARECLA, Ford Motor Company Ltd, Indasa Abrasives, ITW/deVilbiss, John Deere, Kimberley Clark, Leeds College of Technology, Leyland Daf, MITEC, Motor Trader, North Trafford College, PPG, Porsche Cars GB, Reg Vardy, Robert Bosch, Toyota GB, Rover Cars, Karl Vella Auto Body Repairs, Tamworth College, Evesham College, St Austell College, South Devon College, Stanners, Stevenson College Edinburgh

Toyota Skills Awards organised by Toyota (GB) Ltd

Peugeot Master Technician of the Year organised by Peugeot Motor Company plc

Construction

SkillBUILD organised by SkillBUILD Competitions Ltd sponsored by Construction Industry Training Board (CITB), Department for Education and Employment (DfEE), British Gypsum, Akzo Nobel, DeWalt Power Tools, Hanson Brick, Rollins Tools, Bradford & Ilkley Community College, Buckinghamshire University College, Hackney Community College, Hastings College of Arts & Technology, Leeds College of Building, Peterborough Regional College, St Helens College, Guild of Bricklayers, National Federation of Roofing Contractors, Institute of Machine Woodworking Technology, The Painting Craft Teachers Association, Stone Federation Great Britain, The Institute of Carpenters, The Joint Industry Board for Plumbing and Mechanical Engineering Services in England and Wales,

The Plasterers Craft Guild, P C I Cookson Ltd, H & R Johnson Ltd, Brian Hyde Ltd, Tilcon Mortars Ltd, The Interbuild Fund, CITB Northern Ireland, Construction Confederation, the Training and Enterprise Councils

SkillBUILD Northern Ireland organised by SkillBUILD Northern Ireland and sponsored by CITB Northern Ireland, Training & Employment Agency, Construction Employers Federation NI, Farrans Construction Ltd, Gilbert Ash NI Ltd, H & J Martin Ltd, Northern Ireland Master Painters Association, Scottish & Northern Ireland Plumbing Employers Federation

Inter Prison Inmate Bricklaying Competition organised by HM Prison Service and supported by The Guild of Bricklayers, Marshall Clay Products, Euro Training UK Ltd, Mowlem Training, Tilcon Mortars, The Brick Development Association

Electrical/Electronics

SkillELECTRIC organised by Electrical Contractors' Association/ National Electrotechnical Training (NET) sponsored by Legrand UK Ltd, JT Ltd, Scottish Electrical Charitable Training Trust (SECTT), Amalgamated Engineering and Electrical Union (AEEU), Electrical Training Trust (ETT), Electrical Contractors Magazine, Meteor, TN Robertson Limited, Manchester College of Arts and Technology, Manchester TEC, National Training Partnership (NTP), Careers Partnership

Top Technician in Industrial Electronics organised by the Institution of Incorporated Engineers (IIE), the Institution of Electrical Engineers (IEE), the Federation of the Electronics Industry (FEI), and the Engineering and Marine Training Authority (EMTA) supported by Ascom Telecommunications Ltd, Barry College, British Aerospace plc (Military Aircraft Division), Bolton College, Celab Ltd, Chemitronics, Defence Evaluation & Research Agency (DERA), EEV Ltd, Farnell Electronic Components Ltd, Matra BAe Dynamics (UK) Ltd, North Glasgow College, Oxford Instruments Ltd, Racal Group Services Ltd, St George Exhibitions Ltd (Electronic Components Industry Fair), Tektronix, University of Glamorgan, Vision Engineering Ltd, Wigan College with generous assistance from the Department of Trade and Industry Sector Challenge

Skill IT – IT User of the Year, IT Support Technician of the Year, BCS Programming Competition organised by Skill IT Steering Group whose members and supporters include Information Technology National Training Organisation (ITNTO), Telecommunications Vocational Standards Council (TVSC), British Computer Society (BCS), Department for Education and Employment, Department of Trade and Industry, Microsoft Ltd, IBM UK Ltd, ICL, RM plc, Electronic Data Systems UK Ltd, The Post Office, Viglen Ltd, Akhter Computers Ltd, Data Connection Ltd, Manpower plc, Abbey National.

Engineering services

Joint Industry Board National Plumbing Competition organised by Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales and sponsored by The British Plumbing Employers' Council (Training) Ltd, Copper Development Association, Hilmor Ltd, Lead Sheet Association, National Association of Plumbing Teachers, The Worshipful Company of Plumbers, UK Copper Board, CITB Northern Ireland, Scottish and Northern Ireland Joint Industry Board, Bradford & Ilkley Community College, Blackpool and the Fylde College, Hackney Community College, Pembrokeshire College, Trowbridge College, West Nottinghamshire College and supported by Plymouth College of Further Education, Lymouth & Moys, PROSPER (Devon and Cornwall) TEC

SkillFRIDGE organised for Air Conditioning and Refrigeration Industry Board (ACRIB) by Training Section of British Refrigeration Association (BRA) supported by Acal Auriema, AFR Refrigeration, Arctic Circle, Asda Stores Ltd,

Associated Air Conditioning & Refrigeration Contractors, Atlas Air Conditioning & Refrigeration, Birmingham Society of Refrigeration & Air Conditioning, Bitzer UK, BOC, British Frozen Food Federation, British Refrigeration Association, Cambridge Refrigeration Technology, Carter Refrigeration Equipment, Carter Refrigeration Retail Services, Chartered Institution of Building Services Engineers, College of North West London, Copeland/Alco, Cold Storage & Distribution Federation, Danfoss, Dean & Wood, East Birmingham College, Electricity Association, Ellis Training Centre, EMAP Trenton, Engineering Services Training Trust Ltd, Henry Europe, HEVAC Manufacturers, Heat Pump Association, HRP Refrigeration, Heating & Ventilating Contractors' Association, Hubbard Refrigeration & Group Services, John Lewis plc, Institute of Refrigeration, Lisburn Training Centre, Marks & Spencer plc, Midland Ladder Company, Mitchells Gloucester, North Glasgow College, NRS, Polar Pumps Ltd, Refrigerant Parts Wholesale, Rhodia, Safeway plc, J Sainsbury, Searle, Shell UK Ltd, Somerfield Stores, SPX Robinair, Tesco Stores, Thermofrost-Cryo plc, Toomeys, Virginia KMP, Westward Refrigeration Services

SkillCAD organised by Edexcel Foundation, Autodesk Ltd and the Rover Group supported by the Engineering Construction Industry Training Board (ECITB), the Further Education Skills Competitions Council (FESCC), Coventry Technical College with support from Mitutoyo, Rotherham College of Arts and Technology, Newcastle College, Richmond upon Thames College, Motherwell College, Belfast Institute, Salisbury College, the Engineering and Marine Further Education Colleges (EMFEC), IT National Training Organisation (ITNTO) and sponsored by the Engineering and Marine Training Authority (EMTA) and Force 2 International.

ECITB Apprentice Competitions organised by Engineering Construction Industry Training Board

Engineering/Manufacturing

SkillMECHATRONICS organised by Engineering & Marine Training Authority, Advance Training & Technical Services Ltd, Warrington Collegiate Institute, University of Sunderland, London East TEC, Nestlé UK Ltd, Farnell, Festo Didactic, Oaklands College, Middlesex University and sponsored by Advance Training & Technical Services Ltd, Bijou, Farnell, Festo Didactic and System Devices

UK CNC Milling Competition organised by METCOM, Machine Tool Technologies Association, Engineering and Marine Training Authority and supported by Bridgeport Machine Ltd, The 600 Group plc (The Colchester Lathe Company), HK Technologies

SkillFORM – 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 Employers' Federation Apprentice of the Year Competition in Wales organised by the Engineering Employers' Federation Western Association and sponsored by the Engineering Employers' Federation Western Association, Engineering Employers' Federation North West Association, Engineering and Marine Training Authority, Welsh Office (Welsh Assembly) and Council of Welsh TECs and supported by engineering and engineering manufacturing companies in Wales, colleges of further education and other training organisations in Wales and Cardiff International Arena.

Ford Motor Company Multi-skills Competition organised by Ford Motor Company and supported by West Wales TEC, Cromwell Tools Ltd, Farnell Ltd, Britool Ltd, Fortec Ltd, London East TEC, Engineering and Marine Training Authority

Northern Ireland Engineering Skills Competition organised by Engineering Training Council (Northern Ireland)

The Tom Nevard Competition organised by Ministry of Defence

Consumer services

SkillBUTCHER organised by Meat Training Council and supported by Worshipful Company of Butchers, Meat and Livestock Commission, London Retail Meat Traders Association, National Federation of Meat and Food Traders, Department for Education and Employment, Scottish Federation of Meat Traders Association

SkillHOSPITALITY organised by Hospitality and Leisure Manpower Ltd and sponsored by Academy of Culinary Arts, Academy of Food and Wine Service, Birmingham College of Food, Worshipful Company of Cooks, Hospitality and Leisure Manpower Ltd, Hospitality Training Foundation, Llandrillo College, NAAFI, Nestlé UK Ltd, The Restaurant Association, La Salon Culinare, Surrey TEC, Westminster College, Savoy Educational Trust, Fairfax Meadow, Caterer and Hotelkeeper, Thames Valley University, Claridge's Hotel, Swallow Hotels, Brown's Hotel, Craft Guild of Chefs.

SkillFLORIST organised by Floristry Training Council and sponsored by Swetzlott Ltd, Interflora FTDA (British Unit) Ltd, British Teleflower Service Ltd., Flowergram Ltd, Society of Floristry Ltd, British Retail & Professional Florists Association Ltd, Association of Floristry Teachers

SkillTHERAPY organised by the Further Education Skills Competitions Council (FESCC) and sponsored by Association of Therapy Lecturers, British Association of Beauty Therapists and Cosmetology, Federation of Holistic Therapists, Health and Beauty Salon, Jean Worth Consultants, Coventry Technical College, Henley College Coventry, North Warwickshire and Hinckley College, Shrewsbury College of Arts and Technology, Warwickshire College and supported by Bonaroma Academy, Beauty Express, Blackpool and The Fylde College, Bradford and Ilkley Community College, City College Birmingham

SkillRETAIL organised by SkillRETAIL and sponsored by DUSCO Asset Management, and advised by Distributive Occupational Standards Council, Distributive National Training Organisation, J Sainsbury plc, The Boots Company, Marks & Spencer, Association of Town Centre Management, Spring Skills, Ann Clark

UK Fine Jewellery Competition organised by Worshipful Company of Goldsmiths

Craftex organised by The Trades House of Glasgow and sponsored by Glasgow City Council, The Incorporation of Hammermen, The Incorporation of Tailors, The Incorporation of Cordiners, The Incorporation of Maltmen, The Incorporation of Weavers, The Incorporation of Bakers, The Incorporation of Skinners, The Incorporation of Wrights, The Incorporation of Coopers, The Incorporation of Fleshers, The Incorporation of Masons, The Incorporation of Gardeners, The Incorporation of Barbers, The Incorporation of Bonnetmakers and Dyers, The Merchants House of Glasgow, The Weavers Society of Anderston, Millers Creativity Shop, the Scottish IPA, Thomas Tunnock Ltd, J J Chandler & Co (Buckfast) Ltd, Wylie & Bisset Chartered Accountants, Bank of Scotland, Clydesdale Bank plc, The Miller Partnership, D C Thomson (Sunday Post), First Glasgow, Tilney Investment Management, Pollock & Cochrane, Cambusnethan Confectionery, Made in Scotland, French Duncan Chartered Accountants, Melville Beck

Hospitality Modern Apprentice of the Year organised by Hospitality and Leisure Manpower and supported by The British Institute of Innkeeping, The Restaurant Association, The Academy of Food and Wine Service, The Hotel and Catering International Management Association, Hospitality Training Foundation and sponsored by the Savoy Educational Trust.

Nestlé Food Service Toque d'Or competition organised by Nestlé UK Ltd



UK SKILLS
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REPORT
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1998/9

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