



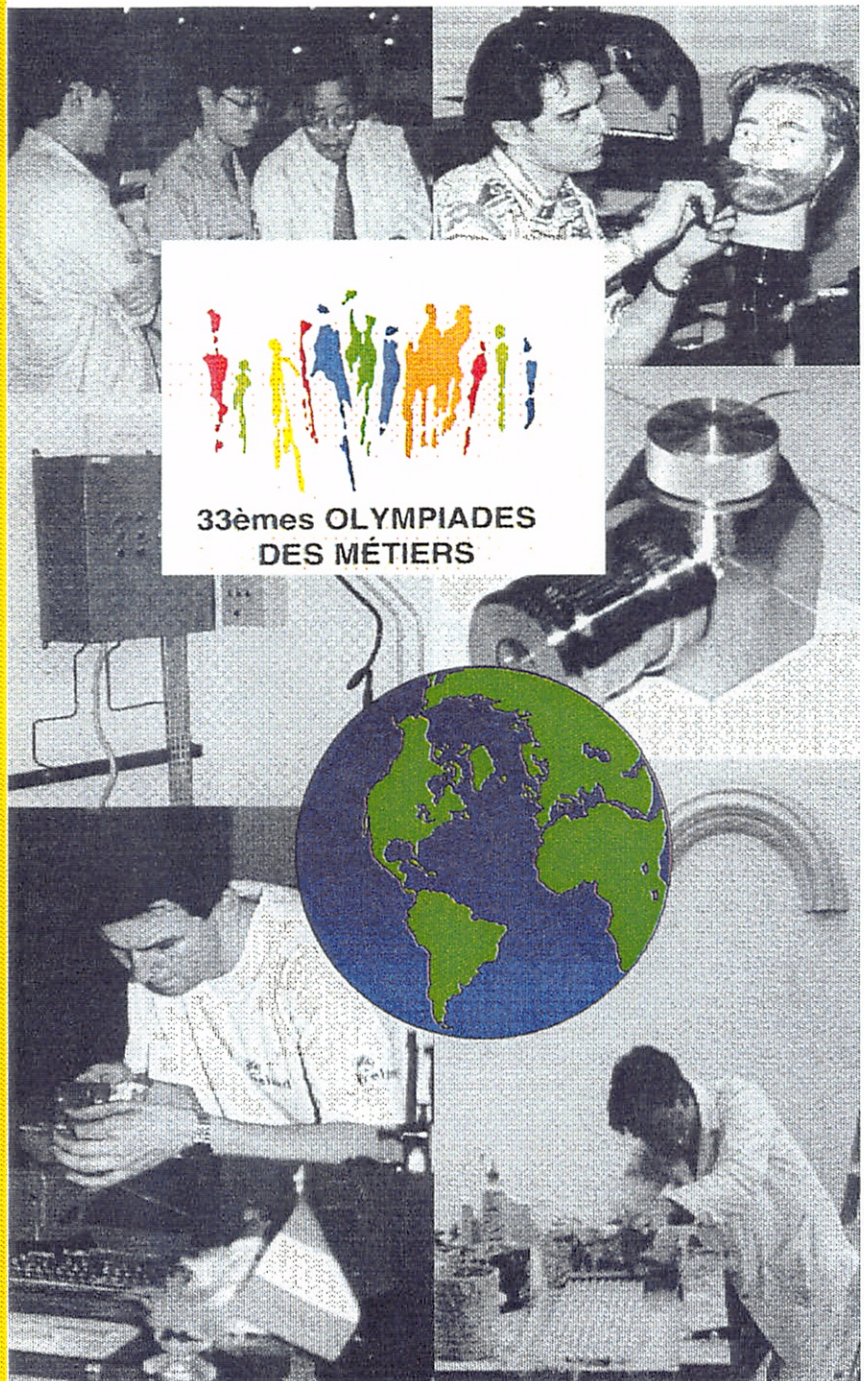
International Vocational Training Organisation

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**The International
Youth Skills Competition for
World Class Skills Standards**



Jahresbericht Annual report Rapport annuel



Members

- A Austria
- AUS Australia
- BR Brazil
- CDN Canada
- CH Switzerland
- D Germany
- F France
- FIN Finland
- FL Liechtenstein
- GIB Gibraltar
- ID Indonesia
- IN India
- IOM Isle of Man
- IRL Ireland
- J Japan
- K Korea
- L Luxembourg
- M Macau
- MY Malaysia
- N Norway
- NL Netherlands
- NZ New Zealand
- P Portugal
- PH Philippines
- TW Chinese Taipei
- S Sweden
- SA South Africa
- SG Singapore
- STI South Tyrol, Italy
- TH Thailand
- UK United Kingdom
- USA United States of America



Cees Beuk, President IVTO

Highlight of the year under review was, undoubtedly, the 33rd Skills Competition in Lyon. On various occasions the event was reported in detail.

There are also various other points which I consider should be mentioned:

The IVTO has gained a new profile, particularly through a new, modern Constitution and the corresponding Standing Orders.

The IVTO was able to increase membership again, and its performance and experience are valued in many countries.

The IVTO has been admitted by the ILO and is recognized by the UNESCO.

The IVTO has seen a constant increase in the number of young people participating in the Skills Competitions.

These are accomplishments which show that we are on the right track. The keystone is continuity and progress in teamwork. Cooperation is important and paves the way for firm decision taking and innovation.

I believe it was fitting for the General Assembly to set up the Executive Board in such a way that all continents have a direct and active voice; all the more so because the historical developments are different, different mentalities and conditions must be taken into account and we are, without

any political considerations, entirely devoted to vocational training.

In the context of this report I wish to set out the four most relevant principles which will guide the tasks of the newly set up Executive Board:

1. The members of the Executive Board make up a team, they have equal right and analyse and decide on all major issues concerning our cause. The Secretary General takes part in the meetings in an advisory capacity.
2. In addition, in accordance with the Constitution and Standing Orders, members of the Executive Board have special duties and powers. They fulfil their tasks in agreement with the President.
3. Members represent the Executive Board as a team towards the exterior, thus demonstrating agreement on common goals. They will exert themselves to gain new Members and inform the President constantly on their contacts.
4. For the preparation or carrying out of proposals or the establishment of working groups, the current budget is the basis for the ensuing costs.

Please find the organisation chart on the next page. The various officers will be responsible for the following basic tasks:

President

- Chairman of the Executive Board
- Chairman of the General Assembly
- carries out the tasks assigned to him

- by the Executive Board and the General Assembly
- represents the Organisation externally
- contacts with International Organisations
- contacts with new and potential Members

Vicepresident for "Administrative Tasks"

- Chairman of the Administrative Committee
- to present proposals
- concerning finances
- concerning administrative-organisational matters

Vicepresident for "Technical Tasks"

- Chairman of the Technical Committee
- to present proposals
- concerning technical developments
- concerning standard of technical skills
- concerning technical-organisational matters

Vicepresident for "Special Tasks"

- to present proposals
- on new developments
- on PR-work / sponsoring

Deputy Chairwoman of the Administrative Committee

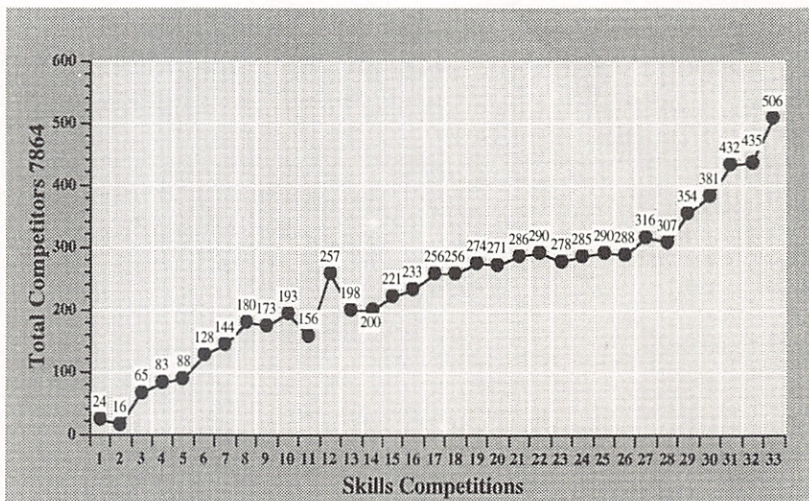
- to deputise for the Vicepresident for Administrative Tasks
- to basically study matters assigned to the Chairman and matters assigned to her by the Chairman

Deputy Chairman of the Technical Committee

- to deputise for the Vicepresident for Technical Tasks
- to basically study matters assigned to the Chairman and matters assigned by the Chairman concerning technical tasks

Secretary General

His primary responsibility is to provide efficient and cost-effective administrative and financial management of the Organisation. (For details see art. 10 of the Standing Orders.)



Three focal points

The year under review had three focal points:

1. The 33rd Skills Olympics, Lyon
2. New Constitution and new Standing Orders
3. Elections

Delegates were kept extremely busy as many documents had to be circulated and discussed in order to assess clearly the Members' opinions on all issues.

The 33rd Skills Competition in Lyon

More than 500 young people in 40 different trades, from 28 countries and all continents worked hard for four days at the 33rd Skills Competition in Lyon (F) to achieve first rankings with world class skills standards. 450 experts had previously prepared demanding test projects which were translated into 19 languages and finally assessed by means of a sophisticated system. Some 2000 observers from vocational training areas throughout the world analysed the Competition work, and approximately 240'000 visitors watched the event which was honoured by the presence of French President Jacques Chirac.

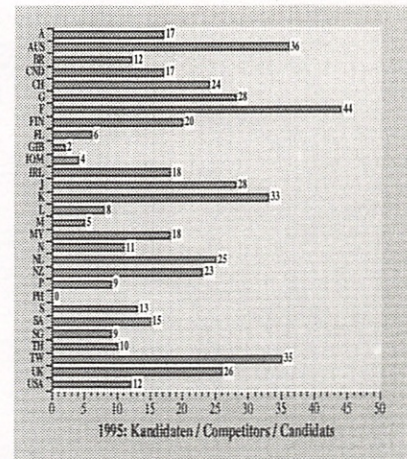
The assessment of the competitors' performance was presented in detail in the 8/95 IVTO-INFO.

The top of the ranking list shows that the predominance that the "Asian Tigers" (J, K, TW) had up to now, has decreased: Austria reached the first place and Brazil the third. During the last years Austria has had very good

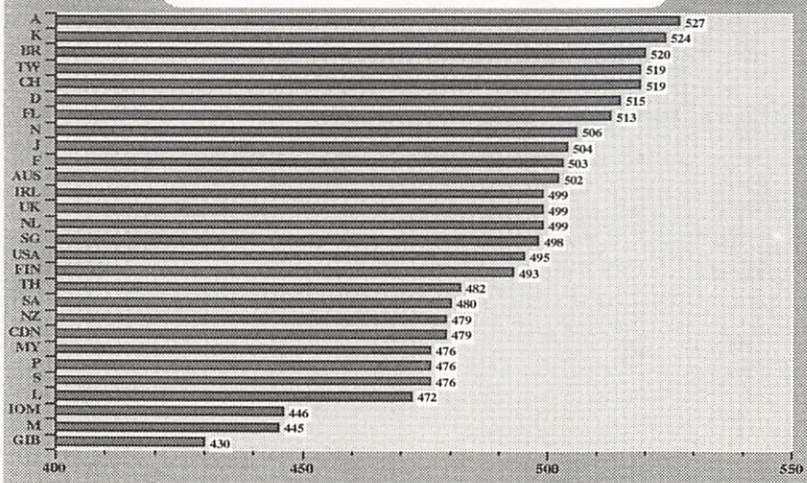
The chapter "Admission of Members" states: (1.1.1996)

Code	Member	Official Delageate	Technical Delegate
A	Austria	Hans FINK	Josef BLATTNER
AUS	Australia	Tjerk DUSSELDORP	Tony PEARCE
BR	Brazil	José M.de Aguiar MARTINS	Roberto Monteiro SPADA
CDN	Canada	Laurent THIBEAULT	Carl FILIATREAU
CH	Switzerland	Max FRITZ	Silvio-Armand FERRARI
D	Germany	Dr. Joachim HÄUSSLER	F. SCHROPP + D. WALLON
F	France	Alain GAUDRE	Alain BORJON-Piron
FIN	Finland	Vilho HIRVI	Veijo HINTSANEN
FL	Liechtenstein	Walter SCHÄDLER	Josef NIGSCH
GIB	Gibraltar	Ernest GRACIA	Mario BYRNE
ID	Indonesia	Sumarna ABDURAHMAN	H. Achmad SUWARNA
IN	India	Aloke MOOKHERJEA	Bharat WAKHLU
IOM	Isle of Man	Graham C. PIDCOCK	Graham C. PIDCOCK
IRL	Ireland	Séan Ó BROIN	Liam CORCORAN
J	Japan	Tado SUGAMA	Prof. Dr. Shigeru NODA
K	Korea	Jae-Suk KIM	Zae-Zung KIM
L	Luxembourg	Aly SCHROEDER	François ORTOLANI
M	Macau	José Antonio PINTO BELO	Pedro PEREIRA FERREIRA
MY	Malaysia	BIN HAMZAH ROZIKIN	Hock Meng NG
N	Norway	Ivar FLATLIE	Espen Lynne AMUNDSEN
NL	Netherlands	Hans KOEKOEK	Cees DEN OUDEN
NZ	New Zealand	Ian SAMPSON	Peter RUSHWORTH
P	Portugal	Félix ESMENIO	Rui Evaristo CONÇALVES
PH	Philippines	José D. LACKSON	Platon D. MAGLALANG
S	Sweden	Göran LJUNGSTRÖM	Torsten LUNDGREN
SA	South Africa	Frikkie W. KRAUKAMP	A. VERMEULEN
SG	Singapore	Dr. Song Seng LAW	Ah Seng NG
STI	South Tyrol/Italy	Herbert FRITZ	Karl HOFER
TH	Thailand	Nitasna THEERAVIT	Srithunya PREECHA
TW	Taiwan	Dr. Tsong-ming LIN	Yang-Kuang TAN
UK	United Kingdom	Sir John CASSELS	James HAMMER
USA	USA	Ada KRANENBERG	Donald HATTON

results. Already in Taipei, Brazil had a remarkable increase in efficiency, and the third place is something they can be really proud of. It is the result of SENAI's great efforts, but we also wish to point out that our Members are encouraged by the Skills Competitions. This excellent result shows that from "nothing", top ranking can be reached whenever working techniques, working methods and other measures are analysed and put into practice.



Lyon: National results

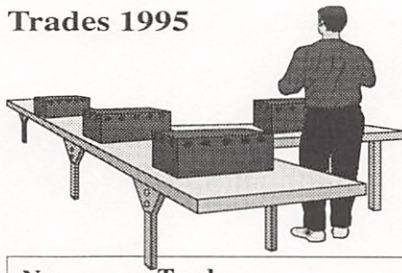


33èmes OLYMPIADES DES MÉTIERS

The ranking of the German speaking Members (A, CH, D, FL) is, with high average of points, quite notable.

This not only shows that in these countries a high training standard has been achieved but also, that the dual training system offered generally in these countries, has proved to be successful.

Trades 1995



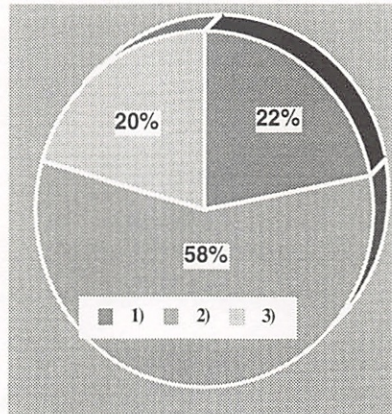
No.	Trade
1	Fitting
2	Press tool making
3	Instrument making
4	Mechatronics
5	Eng.drafting CAD
6	Turning / CNC
7	Milling / CNC
8	Const. steel work
9	Informat. Technology
10	Welding
11	Pattern Making
12	Wall & floor tilling
13	Autobody repair
14	Sheet metal work
15	Plumbing
16	Industrial electronics
17	Electronic Applications
18	Commercial wiring
19	Industrial wiring
20	Bricklaying
21	Stonemasonry
22	Painting & decorating
23	Plastering
24	Cabinetmaking
25	Joinery
26	Carpentry
27	Jewellery
28	Floristry
29	Ladies'hairstressing
30	Men's hairstressing
31	Ladies'dressmaking
32	
33	Automobile technology
34	Cookery
35	Waiting
36	Car painting
37	Agricultural mech.
38	Refrigeration techn.
45	Heavy vehicle maint.
47	Graphic design

Analysis

Directly after the Competition, competitors and experts answered some questions in the context of a major analysis: What was their impression of the Competition, what had been their

experiences and what did they think about various issues. One of the questions published in the 9-96 bulletin was as follows:

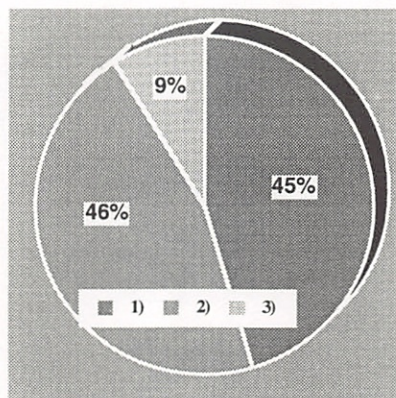
Do you have the impression that at the Competition the required working techniques and skills correspond to the young people's performance standard and are up to the standard of your country?



- 1) *not as good*
- 2) *about the same*
- 3) *better*

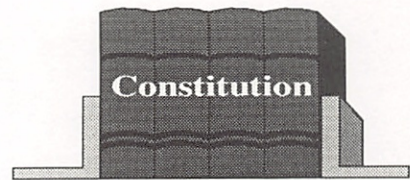
78% of the competitors believe that the demand correspond to the level of their country or are higher. Half of the 22% of the competitors stating "not as good", believe that the demands are too high or too low.

The experts answered the same question.



- 1) *yes*
- 2) *for the most part*
- 3) *hardly at all*

91% believe that the test projects correspond to their country's standards, and 9% consider them too low or too high.



In 1994 the General Assembly decided in Gibraltar to extend the Standing Commission. The extended Commission's task was, among others, to examine, tighten up and regulate the executive functions and the powers and duties of the Standing Commission, Committees and General Assembly.

Standing Commission

Cees BEUK, President
Zac-Zung KIM (K)
Don HATTON (USA)
Tjerk DUSSELDORP (AUS)
Hans FINK (A)
Franz SCHROPP (D)
Guy EMERARD (F)
Daniel SOMMER, Generalsecr.

At the beginning of 1995 the Commission presented a report on ideas and considerations concerning the possible executive function and asked Members for their comments. At a meeting in Lyon the answers were analysed, the texts for the Constitution and Standing Orders were developed and subsequently circulated once again to the Members for their comments. The various suggestions were included in an official proposal which was discussed in detail by the Administrative Committee and later by the General Assembly, and finally the decision was taken.

Constitution

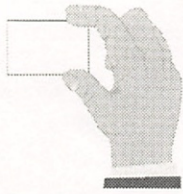
Major changes were made to tighten up the text and define powers and duties clearly. Various items were transferred to the Standing Orders. Some major innovations are mentioned below:

Name:

The Organisation will be known as the «INTERNATIONAL VOCATIONAL TRAINING ORGANISATION».

The Organisation operates worldwide and is politically and denominationally neutral and shall not seek to make a profit.

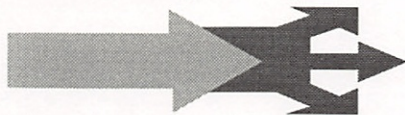
The Organisation is *registered* in Amsterdam.



The Organisation's mission is to challenge young people, their teachers, trainers and employers to achieve world class standards competence in commerce, services and industry, and to promote the status of vocational training.

To achieve its mission the Organisation conducts the International Youth Skills Competition every odd year, and also:

- promotes the exchange of ideas and experience in vocational training through seminars, meetings and competitions



- disseminates information on world class standards of competence
- motivates young people to pursue further education and training relevant to their careers
- facilitates communication and contacts between vocational training organisations around the world
- encourages the exchange of young professionals among the Members
- promotes and markets the mission and goals of the Organisation.

Governing Bodies

The Organisation's Governing Bodies are:

- the General Assembly
- the Executive Board

Standing Committees

The Organisation's Standing Committees are:

- the Administrative Committee
- the Technical Committee

The Organisation's *Officers* are:



- the President
- the Vice-President for Special Affairs
- the Vice-President for Administrative Affairs
- the Vice-President for Technical Affairs
- the Vice-Chairmen of the Standing Committees
- the Vice-Chairman of the Technical Committees
- the Secretary General

The General Assembly is the highest authority.

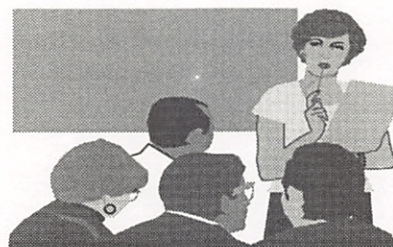
The General Assembly consists of the Of-

ficial Delegates and the Technical Delegates, representing the Members of the Organisation. Each Member has one vote to be cast by one of both delegates.

The Executive Board consists of the President, the Vice-Presidents and the Vice-Chairmen of the Standing Committees. The Executive Board conducts the Organisation's business and reports to the General Assembly.

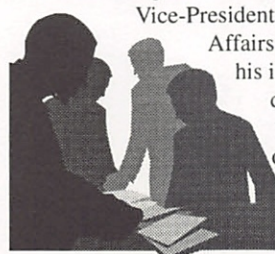
The powers of the Executive Board include:

- Preparing of Standing Orders
- Preparation of an operating plan
- Monitor the quality of the Competition
- Coordination of the Committee meetings
- Discussion of proposals from the Committees
- Coordination of the results from Committee meetings and report to the General Assembly
- Nomination of the Secretary General
- Decision on special tasks to be undertaken by the members of the Executive Board
- Approval of the Organisation's annual report
- Appointment of a qualified public accountant
- Decision on the annual accounts
- Contacts with other organisations
- Admission of new Members
- Analysis of competition results, possible initiatives for basic training
- Coordination of Competition venues and proposals to the General Assembly
- Establishment of working groups



The Administrative Committee consists of the Official Delegates. It is chaired by the Vice-President for Administrative Affairs and meets on his invitation, and deals with the Organisation's administrative, organisational and financial tasks within the scope of the objectives.

The Technical Committee consists of the Technical Delegates. It is chaired by the



Vice-President for Technical Affairs and meets on his invitation, and deals with all technical and organisational matters relating to the Competition.



The term Member as a rule means a body representing a vocational training system in a country's commerce, services and industry and recognised as such by the Organisation.

The admission of Members falls within the competence of the Executive Board and must be approved by the General Assembly (the admission procedure is governed by the Organisation's Standing Orders).

A Member is represented by an *Official* and a *Technical Delegate*.

Standing Orders

A prerequisite for membership is acceptance of the Constitution, the Standing Orders and the Competition Rules and Regulations.

Normally only one body per country will be recognised as a Member.

Applications for membership must be made in writing and addressed to the General Secretariat and be signed by the body's official representatives. The application must include:

- guarantee of payment of the admission fee
- signed copies of the Constitution, the Standing Orders and the Competition Rules and Regulations
- extensive information on the country's educational system and the body's position within this system
- names and addresses of the proposed Official and Technical Delegates.

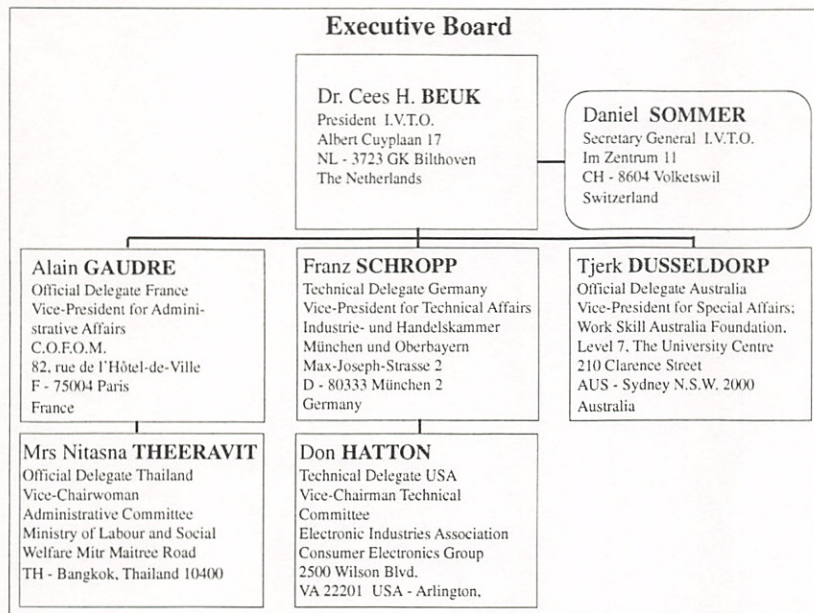
The Executive Board will examine the documents and invite a representative of the applicant body to a meeting to explain the body's position and answer all questions concerning possible future cooperation.

Each new Member must pay an admission fee of SFr. 30 000.—, which includes the Member's annual fee during the calendar year of admission. This amount must be transferred to the General Secretariat four weeks after admission by the Executive Board. In the event that a formal approval does not take place, the admission fee must be refunded.

Admission by the General Assembly is confirmed by means of a Certificate of Membership.

Elections

In accordance with the current terms for election and taking into account the new functions, elections had to be held. Below, the composition of the Executive Board:



General Assembly

The most important issues of both General Assembly meetings in Lyon have already been mentioned. In addition, the General Assembly was to approve the 1994 annual accounts and the 1996 budget.

The General Assembly nominated the following persons Honorary Members, in recognition of their merits:

The former Official Delegates *Mr Lewis, USA; Mr Chen, TW; Mr Pöyhönen, FIN; Mr O'Broin, IRL*. The



Official Delegate, and for 12 years he was Chairman of the Administrative Committee.

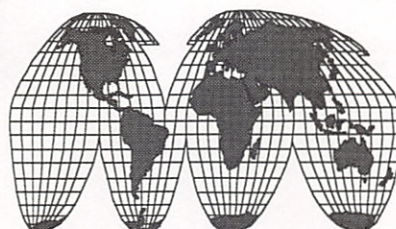
Mr *Zae-Zung Kim* started as expert 25 years ago, was subsequently appointed Technical Delegate of Korea, Deputy Chairman of the Technical Committee and, in 1987, Technical Committee Chairman. Mr Kim will continue to participate as Technical Delegate and contribute to the Organisation with his great experience.

In addition, the General Assembly decided to prepare, in liaison with Portugal, the IVTO's 50th anniversary in the year 2000. Portugal was the first Member.

Technical Delegate from NZ, *Mr Brangwynne*; and the retiring Chairmen of the Administrative and Technical Committees, Messrs *Hans Fink, A* and *Zae-Zung Kim, K*.

Technical Delegate from NZ, *Mr Brangwynne*; and the retiring Chairmen of the Administrative and Technical Committees, Messrs *Hans Fink, A* and *Zae-Zung Kim, K*.

Mr **Hans Fink**, Austria has participated since 1976 in the IVTO as Of-



New Members

The following new Members were admitted:

- **Indonesia (ID)**
- **South Tyrol, Italy (STI)**

The requests from various interested countries will be discussed at the next General Assembly meeting.

Administrative Committee

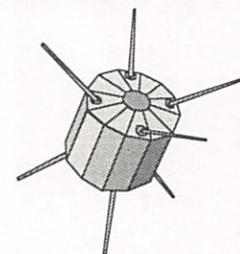
The Administrative Committee met in Lyon and prepared in detail the issues to be discussed by the General Assembly. On the basis of the 1996 budget, the following annual fees were calculated by applying the module:

Jahresbeitrag /Cotisation annuelle / Annual contribution 1996		
A	SFr	11 948.-
AUS	SFr.	21 012.-
BR	SFr.	22 248.-
CND	SFr.	6 592.-
CH	SFr.	14 008.-
D	SFr.	30 488.-
F	SFr.	27 192.-
FIN	SFr.	8 652.-
FL	SFr.	6 000.-
GIB	SFr.	6 000.-
ID	SFr.	14 420.-
IOM	SFr.	6 000.-
IRL	SFr.	13 184.-
J	SFr.	30 488.-
K	SFr.	27 192.-
L	SFr.	6 000.-
M	SFr.	6 000.-
MY	SFr.	6 000.-
N	SFr.	6 000.-
NL	SFr.	22 248.-
NZ	SFr.	11 948.-
P	SFr.	9 064.-
PH	SFr.	9 476.-
S	SFr.	6 000.-
SA	SFr.	11 536.-
SG	SFr.	6 000.-
STI	SFr.	6 000.-
TH	SFr.	11 948.-
TW	SFr.	27 192.-
UK	SFr.	28 428.-
USA	SFr.	22 484.-

Technical Committee

The Technical Committee met in Lyon as early as March and discussed all technical details to be taken into account at the location of the Skills Competition. The updated trade descriptions were approved, the trade list was revised and various trade demonstrations were taken note of.

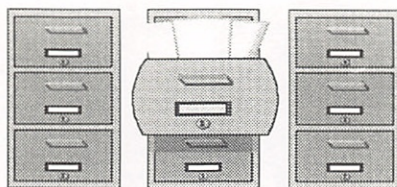
Refrigeration techniques and floristry were accepted as new trades.



Delegates were informed at length on Internet and Global Multimedia. Both technologies may be important to the IVTO's future, and during the Skills Competition in Lyon demonstrations were carried out

Wettbewerbs-Orte / Competition venues / Lieux des Concours

1. 1950 Madrid, Spain
2. 1952 Madrid, Spain
3. 1953 Madrid, Spain
4. 1954 Madrid, Spain
5. 1956 Madrid, Spain
6. 1957 Madrid, Spain
7. 1958 Brussels, Belgium
8. 1959 Modena, Italy
9. 1960 Barcelona, Spain
10. 1961 Duisburg, Germany
11. 1962 Gijon, Spain
12. 1963 Dublin, Ireland
13. 1964 Lisbon, Portugal
14. 1965 Glasgow, UK
15. 1966 Utrecht, Netherlands
16. 1967 Madrid, Spain
17. 1968 Bern, Switzerland
18. 1969 Brussels, Belgium
19. 1970 Tokyo, Japan
20. 1971 Gijon, Spain
21. 1973 Munich, Germany
22. 1975 Madrid, Spain
23. 1977 Utrecht, Netherlands
24. 1978 Busan, Korea
25. 1979 Cork, Ireland
26. 1981 Atlanta, USA
27. 1983 Linz, Austria
28. 1985 Osaka, Japan
29. 1988 Sydney, Australia
30. 1989 Birmingham, UK
31. 1991 Amsterdam, Netherlands
32. 1993 Taipei, TW
33. 1995 Lyon, France
34. 1997 St. Gallen, Switzerland
35. 1999 Montreal, Canada
36. 2001 Seoul, Korea



General Secretariat

The General Secretariat had a great amount of work to do dealing with the updating of the trade descriptions, the amendments and set-up of the Constitution and Standing Orders, the preparations concerning the updating of the Competition Rules and the administrative work before the commencement of the 33rd Skill Olympics in Lyon. In itself and the drawing up of minutes and reports on the great number of meetings held, as well as of the Competition assessments.

In addition, the tasks included the preparation of budgets, invoices and payments.

Under the direction of Secretary General *Daniel Sommer*, the main work was done by Mrs *Erika Moser* who was assisted by Mrs *Christiane Kaufmann* and, during the Competition, by *Caroline Sommer*, *Silvan Sommer* and *Margit Weber*.

IVTO Bulletin

The three IVTO bulletins informed Members of news and major activities.

In addition, an analysis on financing prepared by our Member South Africa was published.

Translations were done, as usual, by Mrs *Elisabeth Becker*, Madrid.

The excellent collaboration with President *Cees Beuk*, the Committee Chairmen *Hans Fink* and *Zae-Zung Kim*, the auditors *Tsong-ming Lin* and *Espen Lynne Amundsen*, was extremely helpful.

The AROM-team of the 33rd Skill Olympics in Lyon.



Skills Competitions for the Disabled

During the year in review, contacts took place between IVTO and the International Organisation for Skill Competitions for the Disabled. A closer cooperation will be examined.

Schedule of major events:

5 to 11.10.1996
General Assembly meeting in South Africa

21 to 26.2.1997
Technical Committee meeting in St. Gallen

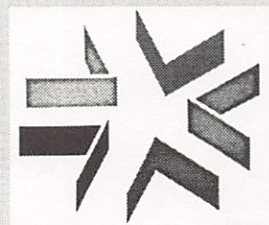
26 June to 10 July 1997
34th International Skills Competition in St. Gallen (CH)

Best of the Nation 1995

Name	Beruf
A Hönegger Barbara	35
AUS Corboy David	36
BR Scalassara Garcia Anderson	6
CDN Fortier Yannick	38
CH Bühlmann Markus	37
D Feustel Jan	33
F Bazire Mickael	20
FIN Kivist Kasimir	12
FL Büchel Alex	18
GIB Tarin Aguilera	29
IOM Quayle James	9
IRL O'Donnell Garret	10
J Yamashita Shingo	11
K Chinm Kil-Ho	27
L Dumont Joël	29
M Lao Sam Keong	18
MY Ismail Siti Ramadhaniatun	34
N Reinanes Birger	28
NL Groenendijk Petri	29
NZ McConnell James	19
P Matos de Sousa Olaió G.F.	10
S Eriksson Ulrika	28
SA Pretorius Marthinus Johannes	38
SG Lau Jit Khoon	16
TH Kokratok Chalor	27
TW Huang Fu-Kang	25
UK Hulstone Simon	34
USA Muehlbrandt Branden	10

The First Lady award was won by *Barbara Hönegger*, Austria, trade 35.

Our common goal for 1997 in St. Gallen (CH)



**34th Skill Olympics:
26 June to 10 July 1997**