



report and accounts **1994**

UK • SKILLS

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The past year has been one of excitement and effort for UK SKILLS, as the Chief Executive's review brings out.

We have much to aim for in the future.

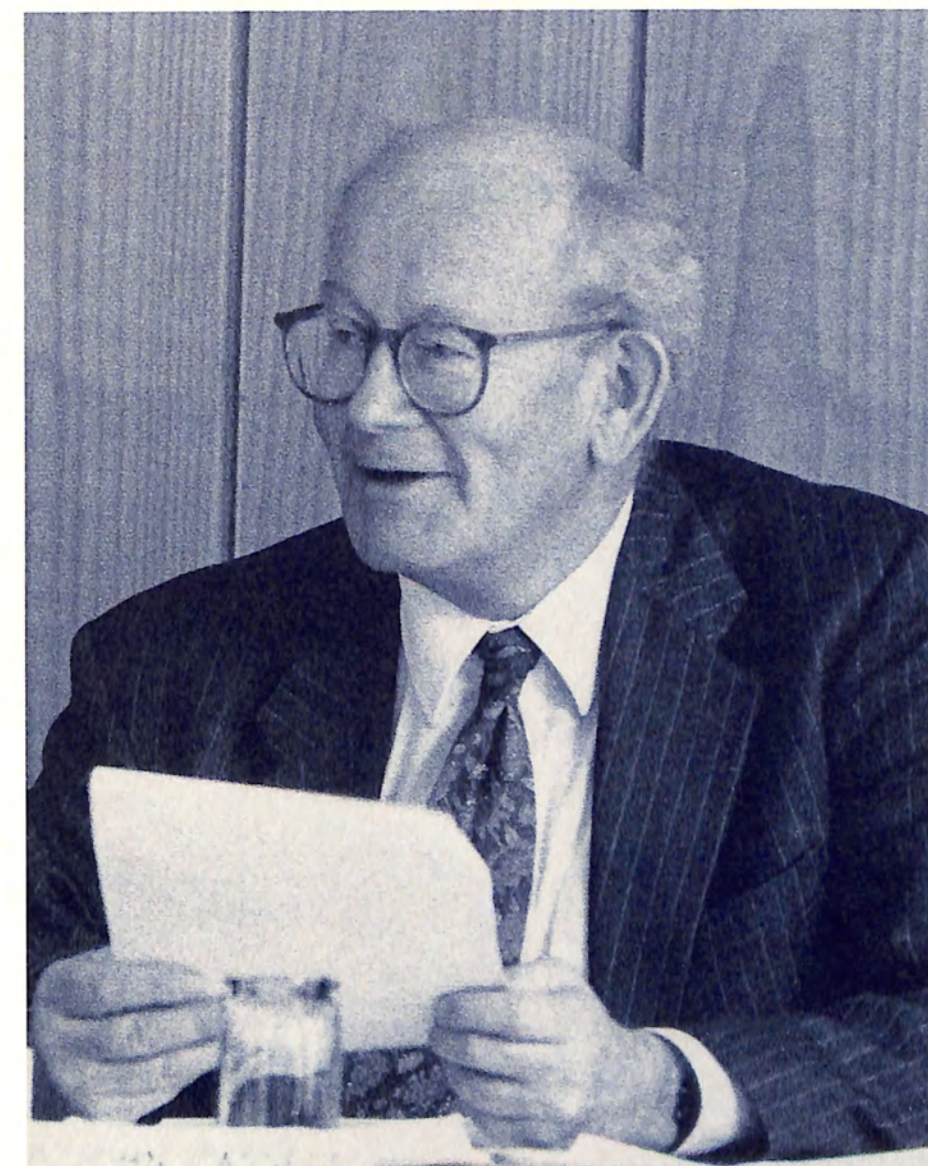
We know from studying competitor countries how important skill competitions have been to improving training there. We are working hard with industry to build an excellent national framework of skill competitions here which will bring like benefit to this country.

We know too that we can learn much by studying the performance of successful competitors from other countries at the International Youth Skill Olympics. That knowledge can be transferred for the benefit of training in the United Kingdom, and we have an important project in progress to make sure that that happens.

Furthermore, the Employment Department's 'Modern Apprenticeships' open up new possibilities for skills competitions. We have been asked by Ministers to exploit them, and are gladly setting about doing so.

These are demanding additions to our major task of entering high-quality teams for the International Youth Skill Olympics. In tackling them we are encouraged by the unfailing backing we have received from Ann Widdecombe, now Minister of State at the Employment Department, and her officials. Our effort is further underpinned by the most generous backing of the Clothworkers' Foundation, already acknowledged last year, and by that of a growing number of companies, Training and Enterprise Councils, Local Enterprise Companies, industry training organisations and colleges who have become members or associates.

Altogether, a great many people are involved in our work. We depend critically for success on their enthusiasm and support, and we owe them a large debt of gratitude. Finally, I must add that UK SKILLS itself would be nothing without the



professionalism and commitment of our Chief Executive and every member of her small staff.

John Cassels

Sir John Cassels CB

'We are working hard with industry to build an excellent national framework of skill competitions here which will bring like benefit to this country'.

Background

Taipei, the capital of Taiwan (Republic of China), was the backdrop to the 1993 International Youth Skill Olympics. The biennial Skill Olympics for young people (under the age of 23) are held in one of the member countries of the International Organisation for the promotion of Vocational Training (IVTO) to which UK SKILLS is the United Kingdom's official affiliate. The first Skill Olympics were held in 1950 in Spain and the UK took part for the first time in 1953.

The Taiwan event was the biggest ever international contest of vocational skills with 434 competitors from 24 countries taking part. South Africa, Malaysia and Thailand participated for the first time.

The competition was staged at the Taipei World Trade Centre and the Shung-Shan Vocational School on 26-29 July 1993.

The UK delegation

The UK had the fifth largest team with 31 competitors. The overall party for Taiwan also included 31 technical experts, two team leaders and six officials. Mr David Bartley, a director of UK SKILLS, represented Sir John Cassels as the UK Official Delegate and Mr Jim Hammer CB attended as UK Technical Delegate. Mr Jim Wiltshire from the Employment Department and UK SKILLS Chief Executive, Miss Patricia Snell, were the two UK Official Observers.

Awards

The UK team won three silver medals, six bronze and five diplomas of excellence - awarded to non-medal winners whose overall score is 500 or more points, the agreed international standard. (The marking system converts all scores out of 100 to a scale of 400-600 points.) The UK's average score of 496 points put the team in joint 12th position overall, alongside Germany.

The highest average scores were attained by Taiwan (535) and Korea (520). The Asia Pacific Rim countries had the greatest haul of gold medals, with Taiwan winning 18 and Korea 12.



World Trade Centre, Taipei

Official trades and demonstrations

- 1 Fitting
- 2 Press Tool Making
- 3 Instrument Making*
- 4 Mechatronics (demonstration)*
- 5 Engineering Drawing*
- 5a Computer-aided Draughting (CAD)
- 6 Turning
- 7 Milling
- 8 Constructional Steelwork*
- 9 Gas Welding
- 10 Electric (Arc) Welding
- 11 Wood Pattern Making
- 12 Wall & Floor Tiling
- 13 Autobody Repair
- 14 Sheet Metal Work
- 15 Plumbing
- 16 Industrial Electronics
- 17 Consumer Electronics*
- 18 House Wiring
- 19 Industrial Wiring
- 20 Bricklaying
- 21 Stonemasonry
- 22 Painting and Decorating
- 23 Plastering
- 24 Cabinet Making
- 25 Joinery
- 26 Carpentry
- 27 Jewellery
- 28
- 29 Ladies' Hairdressing
- 30 Men's Hairdressing
- 31 Garment Production*
- 32 CNC Machining
- 33 Automotive Mechanics
- 34 Cookery
- 35 Waiting
- 36 Graphic Design*
- 37 Agricultural Mechanics
- 38 Information Technology (Demonstration)

* no UK entry in 1993

But Germany, whose average score equalled the UK's, won three gold medals. In terms of medals, the UK was placed in joint fifth position. Lists of results are shown in tables on pages 14-15.

UK awards summary

Silver medals:

Plumbing, Cookery, Information Technology (demonstration)

Bronze medals:

Electric Welding, Bricklaying, Stonemasonry, Plastering, Joinery, Men's Hairdressing

Diplomas of excellence:

Sheet Metalwork, Cabinet Making, Ladies' Hairdressing, Waiting, Automotive Mechanics

Pre-competition activities

Competitor selection

There is obviously a considerable lead-time to a major international event like the Skill Olympics and the preparations for the UK team had begun in 1992. The competitors, selected from the overall winners of national competitions and tests organised within different industry sectors, had all been nominated by December 1992. This was in accordance with UK SKILLS' policy to ensure at least six months pre-competition training. (See list of national competitions and selection tests.) Although the UK was able to field a candidate for the Information Technology demonstration, it was very disappointing that owing to lack of industrial support we were unable to participate in the new multi-skill of Mechatronics.

A significant innovation was that a UK SKILLS representative took part in the final selection procedure for every skill. Their role was to assess competitors' broader suitability as team members and to appraise their potential ability to stand up to competitive pressure as well as to receive assurance of employer and family support.

Even so, the basis of competitor selection was not altogether even; while some candidates emerged from national competitions following regional heats and in some cases some local pre-selection, others were selected from competitions which, though possibly long-established, had not attracted a truly national entry. The need to ensure the selection of the very best in the UK for every skill reinforces UK SKILLS' policy, embraced in the new code of practice, of introducing preliminary rounds at local and regional level.

The complete team was announced to an audience of 800 at the National Training Awards ceremony on 3 February 1993 by the then Secretary of State for Employment, Gillian Shephard, who described them as 'some of the best of Britain's new generation of skilled

workers - a shining example of what can be achieved by personal commitment to training and self-improvement'.

Technical experts

UK SKILLS had appointed a technical expert for each skill entry on the recommendation of its Technical Committee and had held a development day for experts in September 1992.

In the months leading up to the Skill Olympics experts are responsible for drawing up and overseeing competitors' training programmes and for ensuring that entrants are adequately prepared. Each competitor must be fully acquainted with the international trade description for the relevant skill which is used as the basis of the competition test project. Experts also need to assure that their competitors have adequate toolkits, arranging for the loan of specialist tools, if necessary.

One of the greatest challenges for experts during the training period is to get over to competitors just how high the standards are and how even a good UK performance may appear only mediocre in an international arena.

Competitor training

The level of intensive training ranged from weekends and evening sessions only to 10-, 12- or even 16-week full-time programmes. Competitors who had the opportunity to participate in other national or European competitions found it extremely valuable experience, particularly the contestants for Painting and Decorating and Plastering who took part in the Netherlands national finals.

The support of employers, colleges and families is a crucial element in the competitors' overall preparation and training, and this year a good number of Training and Enterprise Councils/Local Enterprise Companies also contributed towards the training costs of local contestants (see page 29 for 1993 supporters.) This backing was invaluable to the preparation and grounding of the team.

Competitions providing entrants for the 1993 Skill Olympics

(organisers named in list of supporters)

'Best of British' Manufacturing Skills

Young Sheet Metalworker of the Year

National Pattern Making Competition

National Automotive Technician Competition

Skill Electric

UK Youth Gas Welding Championship

UK Youth Arc Welding Championship

Skillbuild

Joint Industry Board Plumbing Competition

Young Chef and Young Waiter of the Year

Goldsmiths' Company Skills Competition

National Hairdressing Competition

Young Agricultural Mechanic of the Year

Autobody Repair Selection Test

CAD Competition (Computer-Aided Draughting & Design)

Industrial Electronics Competition

Young IT Technician of the Year

1993 UK team for 32nd International Youth Skill Olympics

Competitor, Age	Trade	Employer	National competition
Darryn Law, 21	Fitting	British Steel, Cumbria	'Best of British' Manufacturing Skills
Simon Whiffen, 20	Press Tool Making	JEB Engineering, Suffolk	'Best of British' Manufacturing Skills
Sian Millett, 21	CAD	British Aerospace, Stevenage	CAD Competition
Mark Sunderland, 19	Turning	George Turton Platts, Sheffield	'Best of British' Manufacturing Skills
Gary Strick, 19	Milling	British Steel, Cumbria	'Best of British' Manufacturing Skills
Jeremy Richards, 21	Gas Welding	Air Products UK, Wrexham	UK Youth Gas Welding Championship
Garry Dixon, 21	Arc Welding	British Steel, Cumbria	UK Youth Arc Welding Championship
Jason Mills, 21	Wood Patternmaking	Zeus Pattern and Tool Co, Dudley	National Pattern Making Competition
Stephen Connell, 19	Wall & Floor Tiling	B Darnton & Co, Leeds	Skillbuild
Craig Pullen, 19	Autobody Repair	Weybridge Autos, Surrey	Autobody Repair Selection Test
Chris Sansome, 20	Sheet Metalwork	Aerostructures Hamble, Hamble	Young Sheet Metalworker of the Year
John Munro, 21	Plumbing	Chevron Contracts, Leicester	JIB National Plumbing Competition
Paul Moulton, 21	Industrial Electronics	British Aerospace Defence, Bolton	Industrial Electronics Competition
Robert Bramhill, 21	House Wiring	N G Bailey & Co, Sheffield	Skill Electric
Russell Fields, 20	Industrial Wiring	N G Bailey & Co, Sheffield	Skill Electric
Ian Reeve, 22	Bricklaying	Malcolm Bullock & Son, King's Lynn	Skillbuild
Ryan Brunt, 21	Stonemasonry	Wells Cathedral Stonemasons, Cheddar	Skillbuild
Brian Taylor, 20	Painting & Decorating	Tom Scott, Edinburgh	Skillbuild
Phil Akid, 21	Plastering	Self-employed, Leeds	Skillbuild
David Hunter, 20	Cabinet Making	P Hall & Son, Cumbria	Skillbuild
Patrick Madine, 22	Joinery	H J O'Boyle, Downpatrick	Skillbuild
Lee Thoday, 20	Carpentry	Northern Woodworkers, Sheffield	Skillbuild
Eleanor Batho, 18	Jewellery	Hambling & Trebble, London	Goldsmiths' Company Skills Competition
Tina Silk, 20	Ladies' Hairdressing	Robert John, Portishead	National Hairdressing Competition
Wayne Hill, 22	Men's Hairdressing	Robert John, Yatton	National Hairdressing Competition
Peter Conaghan, 21	CNC Machining	British Steel, Cumbria	'Best of British' Manufacturing Skills
Steven Topley, 20	Automotive Mechanics	Caffyns plc, West Sussex	National Automotive Technician Competition
Colin Sayers, 22	Cookery	Imperial Hotel, Great Yarmouth	Young Chef & Young Waiter of the Year
Robert Hicks, 22	Waiting	Altnaharrie Inn, Ullapool	Young Chef & Young Waiter of the Year
Edward Hutchinson, 22	Agricultural Mechanics	(Rycotewood College, Oxon)	Young Agricultural Mechanic of the Year
Andrew Smallbone, 21	Information Technology (Demonstration)	Amstrad, Brentwood	Young IT Technician of the Year

Team Leaders

Archie Sharkie MBE, Industrial Liaison Officer, North Glasgow College
 Martin Jones, Lecturer, Derby Tertiary College

The UK team with Sir John Cassels, Patricia Snell and the joint team leaders, Archie Sharkie and Martin Jones at their eve-of-departure reception at Clothworkers' Hall on 21 July 1993.



Team briefing

Once more the Construction Industry Training Board (CITB) generously made available the facilities of its Training Centre at Bircham Newton, near King's Lynn, Norfolk, for the team briefing session. The long weekend (15-18 April 1993) consisted of an intensive programme of activities for competitors, team leaders and experts.

The activities, including vigorous physical 'work-outs', were designed in collaboration with CITB staff and aimed to develop team spirit and to assess fitness. The two team leaders, Archie Sharkie and Martin Jones, responsible for the pastoral care of team members, played an active part in the organisation of the activities.

Employment Secretary Gillian Shephard honoured the team with a visit on the second day. After a press conference, also attended by Sir John Cassels and CITB Chairman Sir Clifford Chetwood, Mrs Shephard informally met the competitors, boosting morale with her message: 'You're all winners!'.

The former five-times world karate champion, Geoff Thompson, also visited on 16 April and offered some valuable practical advice. Two former medal-winners from previous Skill Olympic events also attended the weekend and helped to motivate the team by outlining their experiences.

The technical experts had several specialist briefings. Experts worked regularly with their competitors and joined them for a series of sessions with two psychologists whose task was to provide advice and help on working in a competitive environment.

About 100 people attended a dinner hosted by Sir John Cassels for competitors, experts, some CITB and UK SKILLS Board members and staff, and a number of other guests, including Mr Edmund Tseng, Director of Public Affairs, Taipei Representative Office in London.

The third and final morning particularly concerned



administrative and more practical aspects of the Taiwan competition.

Travel arrangements to Taipei

A special group booking was negotiated by our travel consultants, Cantlie & Harvey, with the Taiwanese airline EVA Air for the two parties: experts, Technical Delegate and Team Co-ordinator, who left on 17 July, and the competitors, team leaders and other UK SKILLS officials who left on 22 July. Both parties, apart from a few officials and experts, returned to the UK on 5 August, after a 36-hour stopover in Bangkok. In general, the arrangements, including travel insurance by means of a block policy, worked extremely satisfactorily and emphasised the need to carry out extensive and timely research.

Toolkits

The transportation of toolkits was also a mammoth task. The Taiwanese organisers had appointed freight forwarding agents who supplied all necessary details, including instructions on Customs clearance. This worked well, as did the return arrangements, thanks to a large degree to Mr

Employment Secretary Gillian Shephard boosts the team spirit at the briefing weekend at the CITB Training Centre, Bircham Newton, Norfolk.

Ray Prosser MBE of British Aerospace, a member of UK SKILLS Technical Committee, who assumed responsibility for toolkits during the period in Taipei.

The cost of transporting toolkits is always high and this year, for a venue in the Far East, it was a very great deal - £26 691 in total, the heaviest individual one, for Milling, incurring charges of £2525. Likely costs were not fully appreciated by some sponsors and some estimates of weights were considerably short of the final figure. It is therefore essential that in future competitors' needs are assessed at a very early stage so that adequate provision can be made.

Accommodation and subsistence

All competitors were accommodated in the Miramar Hotel (some way away from both competition sites) and all delegates, experts and observers in the Grand Hyatt which was next door to the World Trade Centre but about half a mile from the Vocational School.

UK SKILLS provided experts with a suitable allowance to cover out-of-pocket expenses in Taipei, taking into account the very high cost of living.

Funding

As had been agreed from the outset, the national skills competition organisers accepted responsibility for meeting the travel, accommodation and toolkit freight costs of competitors and associated experts. Some competitors and experts were fully supported by their employers, industry bodies or commercial sponsors throughout. In a few cases, sponsorship was difficult to achieve and some skill competition organisers had considerable problems in raising the necessary funding. In some cases there was a failure to appreciate the high costs involved in sending a competitor and an expert together with a toolkit to Taiwan, although ultimately the costs were covered through various resources.

The costs for the UK team came to about £175 000, recovered from skill competition organisers or directly from competitors' employers. UK SKILLS' own expenses amounted to a further £76 000. Total expenditure directly attributable to the Taiwan Skill Olympics was therefore over £250 000.

This sum takes no account of the costs incurred by industry in the organisation of national skills contests from which competitors were selected, carrying out the preparatory training programmes and the competitors/experts' wages during their absence. It is impossible to calculate these accurately, but they cannot have been less than £2.5 million.

The UK team outside the Sun Yat-Sen Memorial Hall, Taipei.



It is this figure which properly demonstrates industry's tremendous commitment to the value of national and international skill competitions. UK SKILLS gratefully acknowledges all known contributors and supporters in the list shown on page 29.

The competition

Duration

The opening ceremony at which the teams were introduced took place on 25 July. The competitions ran between 26 and 29 July, the total time allowed being 22 hours. The results were announced at the closing ceremony on 2 August.

Experts and test projects

At the international level, experts act as jury members for their particular skill and, before the start of the competition, they have to submit a suitable test project for consideration by the jury panel as the competition test-piece. Test projects need to include drawings, materials lists, marking schemes and other instructions and can take many weeks to prepare. Some projects are accepted for use in their entirety but very often separate parts of different projects are combined to form the test-piece.

The 1993 event was the first time that participant countries could nominate an expert for each skill; previously the

number of experts was limited to 60% of the total candidate entry. The 100% allocation was generally welcomed, although, as the number of countries taking part increases, this could well pose a problem in the future.

After the end of the competition, most UK experts took an active part in the review and updating of existing trade descriptions, as well as in the development of new trade descriptions or the amalgamation of existing trades.

Chief experts

Chief experts play an important role in ensuring that the individual competitions are run strictly in accordance with the rules. They are chosen from experts with good previous experience. Again for the first time, chief experts were nominated some four months in advance. The UK secured seven chief expert appointments for the official trades as well as for the Information Technology demonstration.

Workshop conditions, materials and equipment

These facilities were generally judged to be outstanding and every effort was made by the organisers to meet reasonable requests.

The only real problems arose from the extreme heat (around 32°C) in the two welding shops

- in spite of the temporarily installed air-conditioning - and unstable and uneven work bays provided for two of the building trades.

Marking and procedures

IVTO does not permit experts to mark competitors from their own country and, to ensure fairness, operates a system to identify and compensate for any bias. Experts commended the progressive move from subjective to objective marking by breaking down the subjective elements into quasi-objective judgements or even measurements.

The briefing of chief experts and the vigilance of others ensured that the marking rules were observed. The larger number of experts enabled some trades to split the work between two or even three teams, overseen by the chief expert.

Performance of UK competitors

As mentioned in the Technical Delegate's viewpoint, in terms of awards, the UK's performance was better than in 1991 but only marginally so. At one level this was disappointing in that the team was almost certainly better trained and prepared than any previously and supported by a dedicated team of experts. But from an overall perspective it is clear that the standards are rising with each event: the highest average score of 535 (Taiwan) was 11 points more than the highest attained in 1991. The British team was judged to be the best to date in cohesion and spirit; its members proved superb ambassadors and a credit to their families, employers, experts and country.

Every one of the competitors found participation remained immensely worthwhile, the majority feeling well prepared except for the pressure of four days intensive competition. The vast majority found the standards challenging but only very few found the task too difficult. Most felt that they had learnt something useful for their future careers including increased self-confidence.

Britain's overall position in the

results table should not be allowed to detract from the real achievements of those who did win medals against fierce opposition.

Best of Nation Award

The competitor with the highest score in each country is designated 'Best of Nation'. The UK title winner was John Munro who achieved a score of 532 in Plumbing.

Experts' duties

The majority of experts, both new and experienced, did a highly professional and disciplined job. The improved briefing for UK experts has been most worthwhile, and the setting of deadlines for training programmes, test projects and reports has ensured greater consistency.

International seminar

An international seminar entitled Human Resource Strategy and National Development took place before the start of the Skill Olympics. For the UK, thanks to the support of British Aerospace Regional Aircraft, Dr Peter Summerfield, Managing Director, Operations, Avro International Aerospace, presented a paper *Reinforcing the importance of vocational training to promote international manufacturing competitiveness*.

Visitors

Visitors were recommended to make travel and accommodation arrangements through Cantlie & Harvey, our travel consultants. Most visitors did this which enabled them to be contacted in Taipei and to be provided with tickets for the opening and closing ceremonies.

Although distance and cost restricted the number of UK visitors a number of employers and trainers were able to make the journey to support the team and their presence was most welcome.

UK SKILLS held a reception on the first day of the competition for the technical experts, IVTO officials and visitors. Also present was the head and some members of the Anglo-Taiwanese



The team on stage at the opening ceremony of the 1993 Skill Olympics.

Trade Committee. Thanks are due to ICI Taiwan Ltd for their generous contribution towards the cost of this. A second reception, for the competitors, was held at the close of the competition to thank them for their efforts.

Although it is always good for visitors to see for themselves what is involved in the Skill Olympics it is important that they appreciate the need to have no contact of any sort with competitors during the four days of the competition to avoid any possible misunderstandings which could result in disqualifications.

Conclusions

The overall position of the UK team in the results tables is a fair reflection of its general performance. While the achievements of the Taiwanese and Korean youngsters are quite outstanding, the UK should certainly be doing better in relation to European and Australian rivals.

Failure to do better in some skills has a number of causes - applying variously in different trades - but including:

- the selection of competitors from too narrow a field
- the end in many trades to conventional four- or five-year apprenticeships which still exist in many of the countries with a more successful performance such as Austria, Germany and possibly France, or the failure to train apprentices any more in certain skills
- the lack of sufficient time to train competitors specifically for the competition in relevant skills
- the inability of competitors to appreciate fully the immensely high standards demanded internationally
- the seeming inability of many UK competitors to work intensively, at measured speed and with unbroken concentration from the first moment and have the stamina to keep going for four days. If the normal work environment does not impose this discipline and intensity of work, it is difficult to see how it can be learned during the training process except perhaps by actual participation in more competitions
- the fact that several competitors made elementary mistakes of measurement or calculation at an early stage which proved irrecoverable. Others started well but then failed to perform to their usual standard and ability.

Competitors, therefore, need to be better prepared against the stress of the occasion, the fear of the unfamiliar and the avoidance of panic.

Apart from the generous resources which Taiwan, Korea and Japan devote to skill training (which is clearly directly related to their commercial and industrial performance), it is evident

that other countries such as Austria, Ireland, Australia, Germany and France are rapidly learning and

building on their well-established skill training systems to improve their competition performance.

A number of possible strategies have been proposed, not all however within the current ability of UK SKILLS to deliver. Nevertheless, it is clear that UK SKILLS had been working on the right lines long before the Taipei event in aiming to increase the quality and depth of the pool from which competitors are drawn. The introduction of the code of practice will contribute towards improving the overall effectiveness of national competitions and ensuring that the international standard is adopted at national finals level. Lessons learned from the research for the International Benchmarking Project (described on page 18) should also lead to the enhancement of training systems and in turn improved performance standards of individuals.

The Hill Award

The Hill Award was donated by Mr Fred Hill MBE, the first UK delegate to the Skill Olympics in the early 1950s. Since 1988, the trophy has been awarded on the recommendation of the UK team leaders to the competitor who was the most outstanding in terms of morale and who made the greatest contribution to the success of the UK team by performing some act of determination.

Jeremy Richards, the Gas Welding contestant, strongly encouraged a fellow-competitor who was feeling dispirited because of the extremely uncomfortable working conditions and excessive heat. His colleague went on to win a bronze medal.

Jeremy - who did not win an award himself - was presented with the trophy by Employment Minister Ann Widdecombe at Lancaster House on 29 November 1993.

The President of the Republic of China (Taiwan) Dr Lee Teng-Hui (centre) hosted a reception in Taipei for official delegates. The UK was represented by David Bartley.



Membership of UK SKILLS Technical Committee 1992-93

Mr Jim Hammer CB
Chairman

Mr Brian Cave
Vice-Chairman

Mr Laurie Croft
JIB for Plumbing Mechanical Engineering Services

Mr Barry Davis
Amalgamated Engineering and Electrical Union

Mr Roger Elford
Building Employers Confederation

Mr Mike Hambling
Hambling & Trebble

Mr Dennis Knowles
RTITB Services Ltd

Mr Roger Palmer
BOC Ltd

Mr Ray Prosser MBE
British Aerospace Defence Ltd

Mr Alan Saxon
Solihull College of Technology

Mr Archie Sharkie MBE
UK Team Leader

Mr Frank Wilson
Co-opted

UK experts

Jim Gornall	Fitting British Aerospace Defence Ltd, Salmesbury, Lancs
Roger Savage	Press Tool Making Consultant, Sutton Coldfield
Brian Cave*	Computer-Aided Draughting & Design (CAD) Consultant, Coventry
John Russell	Turning Brooklands Technical College, Surrey
Jason Bridge	Milling Royal Ordnance, Nottingham
Eddie Oliphant	Gas Welding Consultant, Sunderland
Brian Smith	Arc Welding Astra Training Services, Sheffield
Dave Lakin	Wood Patternmaking Chesterfield College of Technology & Arts
Brian Musson	Wall and Floor Tiling Leeds College of Building
Mark Lyons	Autobody Repair Thatcham Training Centre, Berks
Ken Cooper	Sheet Metal Work Consultant, Wolverhampton
Laurie Croft*	Plumbing JIB for Plumbing Mechanical Engineering Services, St Neots
Gareth Humphreys	Industrial Electronics British Aerospace Defence Ltd, Loughborough
Ronnie Geary	House Wiring Construction Industry Training Board, Northern Ireland
Jim Leech	Industrial Wiring J T Limited, Clacton
Barrie Roe*	Bricklaying Peterborough Regional College
Peter Ellis	Stonemasonry Sale, Cheshire
Wilf Groutage	Painting and Decorating Consultant, Leicester
Simon Watkins	Plastering Leeds College of Building
Peter Legg	Cabinet Making Buckinghamshire College of FE
Bill Jefferies	Joinery Brunel College of Technology, Bristol
Jim Nattress*	Carpentry Darlington College of Technology
Mike Hambling*	Jewellery Hambling and Trebble, London
Christine Vokins	Ladies' Hairdressing Brunel College of Technology, Bristol
Alan Samuel	Men's Hairdressing Consultant, Burnham, Bucks
Mike Portway*	CNC Machining Hertfordshire University
Dennis Knowles	Automotive Mechanics RTITB Services Ltd, Telford
Peter Griffiths	Cookery Manor Hotel, Meriden, West Midlands
Alan Saxon*	Waiting Solihull College of Technology
John Pedley	Agricultural Mechanics Evesham College
Peter Neate*	Information Technology (demonstration) City and Guilds of London Institute

* chief expert in Taipei

Team publicity/PR

Publicity campaign

The centrally co-ordinated publicity campaign for the UK team started at the beginning of 1993, with UK SKILLS collaborating closely with the Employment Department on ministerial involvement.

February - March, National Training Awards ceremony

The announcement of the team at the National Training Awards ceremony on 3 February was the first key event. A special brochure introducing the UK team members, giving details of their employers, the national competitions and organisers, was distributed with award packs on the day.

There were two photocalls at the Queen Elizabeth II Conference Centre - before the ceremony with the Employment Secretary, Gillian Shephard, and with Helen Sharman, Britain's first astronaut and NTA guest-of-honour, and afterwards with the Employment Minister, Patrick McLoughlin.

There was extensive coverage in the regional media (press and local radio) and trade, education and training/personnel press, as well as a half-page feature article in *The Independent* and two reports in *The Times*.

April - May, Team briefing at CITB Bircham Newton

The team briefing weekend at the Construction Industry Training Board Training Centre at Bircham Newton, Norfolk, was the next focal point. The Employment Secretary Gillian Shephard attended on Friday 16 April.

UK SKILLS, the Employment Department and CITB worked together on arrangements for media invitations, press releases and photography. A media briefing with the Employment Secretary was followed by a photo-opportunity. There was some excellent coverage by regional media, including a news item of over 2½ minutes on BBC TV - *Look East*.



Employment Secretary Gillian Shephard and Britain's first astronaut, Helen Sharman, with some team members at the National Training Awards ceremony.

June - July, Reception at Clothworkers' Hall and team departure

The third spotlight on the team was the eve-of-departure reception on Wednesday 21 July at Clothworkers' Hall in the City of London, attended by the new Employment Minister, Anne Widdecombe. Other guests included competitors' employers, competition organisers, Board members, representatives of Training and Enterprise Councils, NCVQ, CITB, and the Clothworkers' Company. There were several photocalls with Anne Widdecombe, both for the entire team and regional groups. As a result of some excellent back-up from the Central Office of Information regional offices, there were many enquiries from local media, including six local radio stations.

August, Results and follow-up

A general press release was issued after the results on 2 August together with some specialist releases for sectoral journals. Once more, there was broad coverage in the regional and trade press; the only

national daily newspaper to report on the results was the *Financial Times*. A journalist and photographer from the *Daily Star* went with the team to Taipei, following which a page feature article on the Skill Olympics appeared in August and a number of competitors were featured in a series of case studies on careers which ran to the end of the year.

Some of the medallists were interviewed by regional TV or local radio on their return to the UK.

Public relations and individual publicity

TECs/LECs and sponsors

A good number of TECs and LECs providing sponsorship for their local competitor(s) published progress reports in their newsletters and several appointed specialist PR companies. This included Sheffield TEC which had four local contestants, for whom a civic reception was held in July, in conjunction with the employers.

The plastering manufacturers, Knauf, a sponsor for the plastering competitor, organised a presentation by the Housing Minister, Tony Baldry, at a trade exhibition at Olympia.

Crown Berger's PR consultants, Charles Barker, devoted the best part of its newsletter *Brush Notes* to a progress report on the Painting and Decorating competitor.

The Huntingdon-based Joint Industry Board for Plumbing arranged for silver-medallist John Munro to receive a special presentation from Prime Minister John Major at the end of November.

Press coverage on UK Skill Olympic Team

An analysis of the press cuttings collected between the National Training Awards ceremony in February and October 1993 showed the following breakdown:

national newspapers -	5 items in 4 publications
regional newspapers -	140 items in 78 publications
education/training/ personnel journals -	18 items in 13 publications
trade/technical journals -	66 items in 39 publications
miscellaneous - (TEC newsletters, house journals)	15 items in 10 publications
Total -	244 items in 144 publications
(For the similar period in 1991:	125 items in 95 publications)

Video and TV

UK SKILLS video 1993

UK SKILLS commissioned a new corporate video from Triton Television, thanks to generous support from City & Inner London North TEC (CILNTEC). Triton filmed at Bircham Newton, the team send-off and in Taipei. Interviews were recorded with competitors, experts, UK SKILLS' officials and Board members. After the team's return, an interview was held with David Hunt, the new Employment Secretary. The video was launched at Lancaster House on 29 November by Ann Widdecombe.

BBC TV

BBC TV's Continuing Education and Training series *Carering Ahead* filmed four of the competitors (Industrial Electronics, Stonemasonry, Ladies' and Men's Hairdressing) at work and in training before the international competition. A BBC producer and crew from Hong Kong filmed in Taipei. After the competition, interviews were held with UK SKILLS Chief Executive Patricia Snell and with Bill Jordan, AEEU President and UK SKILLS Board member. A two-part feature on the Skill Olympics appeared as special reports in the first two programmes in the new series, transmitted in early October.

ITV

Robert Robinson covered the progress of Waiting competitor Robert Hicks in a programme for his series *Robinson Country* for West Country TV.

Overall coverage

Overall, much was achieved and there is no doubt that there is far more awareness of the Skill Olympics. The international competition provides ideal stories for the regional media and certainly some industry sectors attach great importance to British participation. Although the level of national media interest may sometimes appear disappointing, it is worth noting that there was no national coverage whatsoever for the 1991 Skill Olympics.

The Employment Department gave invaluable support throughout the publicity campaign, during which there were three photo-opportunities with government ministers. The Construction Industry Training Board too gave considerable assistance in media matters at Bircham Newton.



The Prime Minister presents 'Best of Nation' award winner John Munro with his silver medal in the presence of JIB for Plumbing officials: Bernard Rothwell, Chairman, Paul Lippett, Director, and Laurie Croft, Director of Training.

1993 International Youth Skill Olympics - Taipei

Results - position of UK competitors in each skill

Skill		Results				Gold Medal		
No	Title	Competitor	Mark	Position	No. of entries	Award	Mark	Country
1	Fitting	D Law	475	8	11	-	545	Taiwan
2	Press Toolmaking	S Whiffen	483	9	11	-	540	Korea
5a	CAD	S Millett	481	8	10	-	565	Taiwan
6	Turning	M Sunderland	497	10	16	-	563	Korea
7	Milling	G Strick	484	9	13	-	556	Korea
9	Gas Welding	J Richards	490	5	8	-	544	Korea
10	Electric Welding	G Dixon	523	3	16	Bronze	544	Korea
11	Wood Pattern making	J Mills	485	7	10	-	547	Taiwan
12	Wall & Floor Tiling	S Connell	430	8	8	-	524	Germany
13	Autobody Repair	C Pullen	459	10	11	-	549	Taiwan
14	Sheet Metalwork	C Sansome	506	6	10	Diploma	534 533	Taiwan Korea
15	Plumbing	J Munro	532	2	15	Silver	555	Korea
16	Industrial Electronics	P Moulton	468	9	12	-	557	Korea
18	House Wiring	R Bramhill	485	10	15	-	547	Ireland
19	Industrial Wiring	R Fields	490	10	15	-	540	Taiwan
20	Bricklaying	I Reeve	521	3	14	Bronze	530 529	Taiwan Finland
21	Stonemasonry	R Brunt	517	3	10	Bronze	540	France
22	Painting and Decorating	B Taylor	476	9	13	-	554	Austria
23	Plastering	C Akid	517	3	10	Bronze	549	France
24	Cabinet Making	D Hunter	513	4	14	Diploma	554	Taiwan
25	Joinery	P Madine	538	3	12	Bronze	554	Taiwan
26	Carpentry	L Thoday	467	10	11	-	538	Korea
27	Jewellery	E Batho	463	9	10	-	548	Korea
29	Ladies' Hairdressing	T Silk	518	4	16	Diploma	551	Taiwan
30	Men's Hairdressing	W Hill	516	3	11	Bronze	530	Germany
32	CNC Machining	P Conaghan	484	6	10	-	543	Korea
33	Automotive Mechanics	S Topley	508	7	15	Diploma	544	Taiwan
34	Cookery	C Sayers	524	2	13	Silver	527	Switzerland
35	Waiting	R Hicks	510	4	12	Diploma	539	Ireland
37	Agricultural Mechanics	E Hutchinson	488	7	8	-	536	Switzerland
38	Information Technology	A Smallbone	514	2	4	Silver	537	Taiwan

Results - Average score, medals and diplomas by country

Country	Average score	Gold	Silver	Bronze	Diploma
Australia	500	0	0	5	13
Austria	514	1	6	2	4
Brazil	512	0	1	1	6
Canada	483	0	0	0	2
Finland	482	1	0	0	1
France	503	2	3	5	10
Germany	496	3	0	5	8
Gibraltar	433	0	0	0	0
Ireland	510	2	1	1	12
Isle of Man	474	0	0	0	0
Japan	515	2	6	5	8
Korea	520	12	3	5	6
Liechtenstein	495	0	0	1	2
Malaysia	485	0	0	0	1
Netherlands	499	0	1	6	8
New Zealand	473	0	0	0	3
Norway	502	1	0	0	4
Portugal	463	0	0	0	0
South Africa	470	0	0	0	1
Switzerland	502	2	1	0	7
Taiwan	535	18	11	3	4
Thailand	472	0	0	0	1
United Kingdom	496	0	3	6	5
USA	493	0	1	2	2

Summary of UK awards

Silver medals:

Plumbing, Cookery,
Information Technology
(demonstration)

Bronze medals:

Electric Welding, Bricklaying,
Stonemasonry, Plastering,
Joinery, Men's Hairdressing

Diplomas of excellence:

Sheet Metalwork, Cabinet
Making, Ladies' Hairdressing,
Waiting, Automotive Mechanics

1993 International Youth Skill Olympics - Taipei

Results - position by medals and average scores

Number of medals per country (rank order)

Taiwan	32
Korea	20
Japan	13
France	10
Austria	9
United Kingdom	9
Germany	8
Netherlands	7
Australia	5
Ireland	4
Switzerland	3
USA	3
Brazil	2
Norway	1
Liechtenstein	1
Finland	1

Average score per country (rank order)

Taiwan	535
Korea	520
Japan	515
Austria	514
Brazil	512
Ireland	510
France	503
Norway	502
Switzerland	502
Australia	500
Netherlands	499
Germany	496
United Kingdom	496
Liechtenstein	495
USA	493
Malaysia	485
Canada	483
Finland	482
Isle of Man	474
New Zealand	473
Thailand	472
South Africa	470
Portugal	463
Gibraltar	433

Results - medals and diplomas

No	Trade	Gold	Silver	Bronze	Diploma	UK place	Total entry
1	Fitting	ROC	J	K	A	8	11
2	Press Tool Making	K	ROC	A	J, IRL, BR	9	11
3*	Instrument Making	ROC/J	-	K	D	-	9
4*	Mechatronics	N/D	-	AUS	-	-	7
5*	Engineering Drawing	K/ROC	-	J	IRL, F, D	-	10
5A	CAD	ROC	J	USA	C	8	10
6	Turning	K	ROC	J	AUS, A, NZ, BR, IRL, NL	10	16
7	Milling	K/J	-	ROC	BR, F	9	13
8*	Constructional Steelwork	K	J	ROC	IRL, NL, F	-	10
9	Gas Welding	K	ROC	BR	IRL	5	8
10	Electric Welding	K	ROC	UK/USA	BR, AUS, J, FIN, MY	3	16
11	Wood Patternmaking	ROC	J	D	K, CH, NL	7	10
12	Wall & Floor Tiling	D	CH	ROC/NL	J	8	8
13	Autobody Repair	ROC	J	F/NL	AUS, CH, K	10	11
14	Sheet Metal Work	ROC/K	-	J	D, F, UK	6	10
15	Plumbing	K	UK	AUS/F	ROC, CH, C, IRL	2	15
16	Industrial Electronics	ROC	USA	K	J, BR, IRL, D	9	12
17*	Consumer Electronics	ROC	K	AUS	-	-	5
18	House Wiring	IRL	ROC	K	BR, J, N, AUS	10	15
19	Industrial Wiring	ROC	K	D/J	AUS, CH, A, FL, IRL	10	15
20	Bricklaying	ROC/FIN	-	UK/NL/F	IRL, AUS, SA, CH, NZ	14	3
21	Stonemasonry	F	ROC	K/UK/D	-	3	10
22	Painting and Decorating	A	ROC	NL	F, AUS, D	9	13
23	Plastering	F	IRL	UK	AUS, J, ROC, NL	3	10
24	Cabinet Making	ROC	A	D	UK, CH, NL, F, AUS, USA, K	4	14
25	Joinery	ROC	F	UK	IRL, K	3	12
26	Carpentry	K	ROC	NL	F, IRL, AUS, J	10	11
27	Jewellery	K	ROC/F	-	J, TH	9	10
29	Ladies' Hairdressing	ROC	A	NL	UK, D, N, AUS, FL, K	4	16
30	Men's Hairdressing	D	A	NL/UK/F	ROC, AUS, K	3	11
31*	Garment Production	ROC	K	J/A	NL, F	-	11
32	CNC Machining	K	ROC	FL	A	6	10
33	Automotive Mechanics	ROC	J	D/IRL	USA, AUS, UK, N	7	15
34	Cookery	CH	UK/A	-	IRL, D, F, N, NL, NZ	2	13
35	Waiting	IRL	A	ROC/AUS	D, UK, CH, F	6	12
36*	Graphic Design	ROC	BR	F	-	-	6
37	Agricultural Mechanics	CH	A/F/NL	-	ROC	7	8
38	Information Technology (demo)	ROC	UK	-	-	2	4

Countries participating 1993

Australia	AUS	Gibraltar	GIB	Netherlands	NL	Switzerland	CH
Austria	A	Ireland	IRL	New Zealand	NZ	Thailand	TH
Brazil	BR	Isle of Man	IOM	Norway	N	United Kingdom	UK
Canada	C	Japan	J	Portugal	P	United States	USA
Finland	FIN	Korea	K	Republic of China (Taiwan)	ROC		
France	F	Liechtenstein	FL	South Africa	SA		
Germany	D	Malaysia	MY				

* = No UK entry



The immediate priorities have been to work with industry and the competition organisers to help overcome these problems, to improve the effectiveness of existing competitions and to stimulate the development of new competitions especially in new high-technology skills, such as information technology, mechatronics, industrial electronics and computer-aided draughting and design for which there was no current provision. In carrying out these tasks we have been greatly helped by the government's recognition of UK SKILLS as the standard-setting body for skills competitions.

UK SKILLS' primary business objective is to develop, in partnership with industry, a quality-monitored national system of industry-based skill competitions at local, regional and national levels to

- provide a focus for raising and maintaining standards of skills to international levels
- offer increased opportunities for individuals, especially young people, to test themselves against their peers in pursuit of standards of excellence
- give companies the chance to assess the value of their training programmes against those of other companies in the same industrial sector
- widen the pool from which to select competitors for international events
- promote awareness of training as a key factor for national prosperity.

As such, it is the main focus for activity and the use of resources.

Development of the national framework is being concentrated, initially, on the skills represented in the Skill Olympics. In the longer term, as additional resources become available, the national framework will be extended to include the wide range of other industry-based competitions for

'Skills competitions provide a focus for raising and maintaining standards of skills to international levels.'

all age levels, many of them restricted to employees of single companies, and to encourage development of additional competitions for schools. This will provide a co-ordinated and comprehensive system which will encourage and allow all who are interested to take part and progress from local through regional to national competitions, with the best in the UK going on to represent their country at international level.

Considerable progress has been made since January 1992 when UK SKILLS published agreed conditions and criteria for the conduct of competitions, following discussion with skills competition organisers involved with selecting competitors for the Skill Olympics. These competitions received varying degrees of commitment from their industrial sectors and differed widely in structure, size, and the availability of administrative and financial resources. In a number of cases there was no real basis for national selection based on success in progressive local, regional and national competitions, nor did the competitions necessarily reflect the high standards expected and achieved by overseas industry.

A code of practice, incorporating and strengthening the previously agreed conditions and criteria, was published in January 1994 to provide guidance on the expected roles and responsibilities of competition organisers and to encourage good practice. The main requirements, to be fully implemented by autumn 1996, are that skills competitions organisers should

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

These requirements, now being discussed individually with all competition organisers, have been generally welcomed and accepted as necessary for improving the quality of the competitions.

A major effect of the new code will be to ensure that the competitions fully cover the whole industrial sector employing the relevant skills. This effect will be particularly relevant in the engineering industry, the competitors from which have, for many years, consistently under-performed against overseas contestants in the Skill Olympics. This is due in part to a less than full coverage of the production engineering sector and in part to the number of different skills covered by separate, often small, competitions. Members of UK SKILLS' Board, in conjunction with the industry training organisation, are actively involved in trying to remedy this situation, one possible solution being for the engineering industry as a whole to establish an overarching body to plan and co-ordinate strategy and to share the organising

costs. This model, which has worked well in the construction industry for many years, would also be suitable for the vehicle engineering sector where new competitions are currently being developed.

UK SKILLS' role is primarily concerned with co-ordinating and encouraging the activities of skills competition organisers, to ensure the maintenance of standards, and promoting the value of skill competitions within training programmes to industry generally. Industrial support for skills competitions from employers and trade unions is essential for success. Links are being established with Industry Training Organisations and lead bodies, the National Advisory Council for Education and Training Targets, National

Training Awards, Investors in People UK and the National Training Partnership. Additionally, Mr Jim Wiltshire, who recently retired from the Employment Department's Qualifications and ITOs Branch, is being employed on a part-time basis to approach the TECs and LECs in order to promote the benefits of competitions as an integral part of skill training programmes. The aim is to encourage them to support the concept of the national framework and to play an active part in helping local and/or regional competitions relevant to their particular areas.



Patricia Snell observes an MOD apprentice taking part in the Tom Nevard skills competition at North Glasgow College.

Skills competitions incorporating recognised industrial standards in their overall marking criteria can provide objective comparisons on the effectiveness of different training programmes. Such comparisons are of benefit to individual companies and to industry generally. This is particularly true at the international level when comparisons of performance in relation to the agreed international standard often reflect differences between the training methods and systems adopted by overseas countries and those in use in the UK.

One of the aims of the International Organisation for the promotion of Vocational Training - to which UK SKILLS is affiliated - is to provide information on the relative performance of the various countries taking part in the Skill Olympics. Up to now this has been restricted to the overall performance of a country and the ranking, by standardised marks, of individual competitors in the various trades. While this information allows comparison of individual performances by country, it does not help to explain the reasons why certain countries consistently obtain good or bad results in a variety of skills.

UK SKILLS has commissioned the Prospect Centre to carry out a research project in order to identify the underlying training methods used by a sample of participating countries. The aim is to develop a system through which these can be made more generally applicable so that performance in the Skill Olympics can be used as an international benchmark for skills training.

The final report on the project is expected in the summer and we intend to set up an appropriate mechanism for providing information to industry, based on the lessons learned from the pilot study, in respect of national and international competitions.



'Comparisons of performance in relation to the agreed international standards often reflect differences between the training methods and systems adopted by overseas countries and those in the UK.'



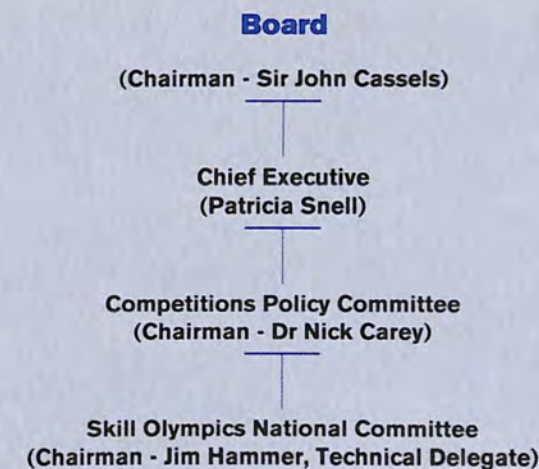
UK SKILLS has established a new committee structure to provide for closer consultation with industrial representatives in formulating and implementing policy. Two standing committees have been set up.

The Competitions Policy Committee, chaired by Dr Nick Carey (UK SKILLS Board member) with membership drawn mainly from Industry Training Organisations and skills competition organisers, has been formed to advise on the development and implementation of policy with particular reference to

- the code of practice for the conduct of national skills competitions that include specific conditions and criteria to safeguard quality and standards
- the development of the national framework of skills competitions
- the encouragement of industry support for existing and new competitions
- the maintenance of relevant up-to-date specifications for trades represented in the Skill Olympics
- the dissemination of information on relative performance in skills competitions.

The Skill Olympics National Committee, chaired by Mr Jim Hammer, UK Technical Delegate, and reporting to the Board through the Competitions Policy Committee, has responsibility for all technical matters relating to the final selection, preparation and entry of UK teams for the International Youth Skill Olympics and for implementing approved procedures.

The new structure is as follows



Competitions Policy Committee 1994

Dr N Carey (Chairman)

Director-General, City and Guilds of London Institute
Board member

Mrs R Harper (Vice Chairman)

Director, Employee Development, British Aerospace plc
Board member

Mr J D G Hammer CB

Board Member
Chairman, Skill Olympics National Committee

Mr A Goldsbro

Executive Committee member, National Council of Industry Training Organisations

Mr M Harris

Clerk to The Clothworkers' Company

Mrs L Jelly

Qualifications and ITOs Branch, Employment Department

Representatives from industry training organisations

Mr D Hurst

Chief Executive, Electrical Installation Engineering Industry Training Organisation

Mr R Lee

Director, Motor Industry Training Standards Council

Mrs S Peacock

Head of External Affairs and Policy, Engineering Training Authority

Mrs L Purser

Chief Executive, Hotel and Catering Training Company

Mr L Scott

Assistant Director, Construction Industry Training Board

Mr R Woodhouse

Chairman, Hairdressing Training Board

Representative skills competition organisers

Mr D Battersby

Managing Director, Hospitality and Leisure Manpower Ltd (Cookery and Waiting)

Mr A Gingell

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

Dr B Kingston

Consultant, IBM United Kingdom Ltd (Information Technology)

Mr P Lippett

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

Mr F Popplewell

Managing Director, Yamazen Ltd (Engineering/Manufacturing)

Publications

During the year UK SKILLS introduced an entirely new range of publications, the first of which were launched in September 1993. Further ones were published in December and the full set, including a new folder, was completed in March 1994.

The set now comprises:

Encouraging British excellence (general information on UK SKILLS and its aims)

All about the Skill Olympics (facts about the International Youth Skill Olympics)

Skills competitions in the UK 1994-95 (list of competitions and contacts)

UK SKILLS & the 1993 Skill Olympics team - contributors and supporters

Skills competitions - what next? (benefits for employers, Industry Training Organisations, TECs/LECs, and other training organisations)

Planning for the future (outline of UK SKILLS' five-year plan and membership details)

Introducing UK SKILLS (executive summary of *Planning for the future*)

Code of practice (guidance on standards for a national framework of skills competitions)

Celebrating achievement - guidance on skills competitions (benefits of competitions and examples of good practice)



Top: Employment Minister Ann Widdecombe with two of the UK silver medallists - Andrew Smallbone (Information Technology) and Colin Sayers (Cookery) at Lancaster House on 29 November 1993.

Middle: Sir John Cassels in discussion with two governors of the Clothworkers' Foundation - Mr John Horne and Mr Richard Davis - at the announcement of the Foundation's donation.

Bottom: Celebrating achievement



Video

UK SKILLS' video *Competing for the future*, produced by Triton Television, highlights the benefits of skills competitions, focusing on the performance of the UK team at the 1993 International Youth Skill Olympics in Taiwan.

Those taking part include Employment Secretary David Hunt, as well as UK SKILLS' Chairman Sir John Cassels, and Board members Bill Jordan and Prue Leith.

Public relations

During the year UK SKILLS hosted three receptions in addition to the two in Taipei mentioned in the report on the Skill Olympics.

- On 16 April at CITB Bircham Newton for the Secretary of State's visit. Sir John Cassels hosted an informal luncheon; guests included Sir Clifford Chetwood and other directors of CITB, Mr John Wooddissee, Managing Director of Norfolk & Waveney TEC, and Mr Henry Bellingham MP.
- On 21 July at Clothworkers' Hall in the City of London on the eve of departure of the UK team to Taipei, attended by Employment Minister Ann Widdecombe.
- On 23 September at the Reform Club, St James's, for existing and potential supporters of UK SKILLS and to announce the Clothworkers' Foundation's donation and the opening up of membership of the company.

In addition, on 29 November 1993 Employment Minister Ann Widdecombe hosted a reception at Lancaster House for the 1993 UK medallists, employers, major sponsors, competition organisers, Industry Training Organisations, TECs and other representatives from industry and vocational education and training.

The primary task for the next few years must be to build on what has been achieved and to establish skills competitions firmly within the mainstream of vocational training. This will mean

- implementing the code of practice in conjunction with competition organisers and industry
- working with Industry Training Organisations on the development of skills competitions as an integral part of Modern Apprenticeships
- developing closer links with industry, TECs and LECs
- promoting the value of skills competitions for raising the standard of the average to that of the excellent
- encouraging the development of new competitions so as to provide increased access for individuals to demonstrate their skills
- strengthening established links with government training initiatives, such as National Training Awards and Investors in People UK, to enhance the value of participation in skills competitions
- moving towards a national festival of skills.

We plan, during the next 12 months, to be able to provide information to industry which can be used to enhance the effectiveness of their training programmes as compared with those used by other firms or countries.

At the international level, we shall continue to work closely with the International Organisation for the promotion of Vocational Training (IVTO) to ensure that the skills covered by the International Youth Skill Olympics are both relevant and in line with the requirements of modern industry. We have been discussing the possibility of encouraging a new European level of competition and considerable interest has been expressed by several industry sectors.

We shall continue to encourage UK participation in the biennial international seminars organised by IVTO. If resources permit, we shall endeavour, in association with IVTO, to establish a system for the exchange of trainees and training personnel between member countries.

A major international activity during 1994-95 will be the selection, preparation and entry of a UK team for the next Skill Olympics taking place in Lyon in October 1995.

Planning for the future outlined a five-year programme for working in partnership with industry to promote world-class standards of vocational skills and, through competitions, to encourage the development of skills potential and the recognition of excellence. Our ability to implement these plans will depend upon the support which we can get from industry. A major part of our effort will, therefore, have to be devoted to fundraising and, in particular, to securing new members and associates, willing to play their part in helping us to raise vocational standards.



Top: UK SKILLS works closely with IVTO whose President, Drs Cees Beuk (Netherlands), attended meetings with UK SKILLS on his visit to London in March 1994, seen here with Patricia Snell.

Right: 'Planning for the future' outlines UK SKILLS' five-year business plan.



**Sir John Cassels CB
(Chairman)**

Director, National Commission on Education

Mr D A Bartley

Chairman and Managing Director,
C J Bartley & Co Ltd
Director, CILNTEC

Mr W H Brignall

Director, Engineering &
Environment, British Steel Technical

Dr N A D Carey

Director-General, City and Guilds
of London Institute

Mr J Crozier

Chief Executive,
Training & Development Agency,
Northern Ireland

Mr B J Gibbens OBE

(Company Secretary)
Chairman, Information Technology
Industry Training Organisation
Founder of the Worshipful
Company of Information
Technologists

Mr J D G Hammer CB

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

Mrs Rosemary Harper

Director, Employee Development,
British Aerospace plc

Prof C Hilsum CBE, FRS

Corporate Research Adviser, GEC plc

Mr W B Jordan CBE

President, Amalgamated
Engineering and Electrical Union
Member of National Advisory
Council for Education and Training
Targets

Prue Leith OBE

Managing Director,
Prudence Leith Ltd
Chairman, Restaurateurs
Association of Great Britain

Mr P Rainbird

Chairman and Chief Executive,
A E Rainbird & Son Ltd
Chairman, National Joint Council
for the Building Industry

Three vacancies to be filled from the
Employment Department (following
the resignation of Mr D Grover,
Director, Training Strategy and
Infrastructure), vehicles and
financial sectors.

*Main picture :
DA Bartley,
Chairman Sir
John Cassels,
Prue Leith and
JDG Hammer*



*Right:
W B Jordan and
Prof. C Hilsum*



*Right:
P Rainbird, Prue
Leith and Chief
Executive
Patricia Snell*



*Left from top to
bottom:
WH Brignall,
N Carey,
J Crozier,
BJ Gibbens and
Rosemary Harper*

Report of the Directors

The directors have pleasure in submitting their report and audited accounts for the financial year ended 31 March 1994. The accounts are shown on pages 26 to 28.

Results

The directors consider the state of the company's affairs to be satisfactory and during the period the company recorded a surplus of £203,579 as compared with £150,760 in the previous period. During the year the Company registered for VAT, which has resulted in significant benefits.

The directors again wish to express their gratitude to the Clothworkers' Foundation for their donation of £250,000 (£125,000 of which was received in 1992-93) and to CILNTEC for their generous support.

Activities and future developments

The principal activities of the company in 1993-94 are described elsewhere in this report. An indication of future developments is given at page 21.

Structure of the company

At the annual general meeting on 23 September 1993, the Company approved an amendment to the Articles of Association, which extended membership of the Company and altered the composition of the Board.

Two classes of membership (Ordinary and Benefactor) and two of associateship (Subscribers and National Skills Competition Organisers) have been introduced. Members and associates are entitled to attend and take part in discussions at general meetings of the Company, but only members are entitled 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

Under the original Articles of Association all directors were elected for one-year periods and it was necessary to establish a new Board of directors at each annual general meeting. Under the amended Articles of Association adopted in September 1993 the Board now comprises:

The Chairman - ex officio

One Director nominated by the Employment Department (ED)

One Director nominated by the City and Guilds of London Institute (C&G)

Twelve elected Directors, subject to retirement by rotation. All 12 elected directors retire at the 1994 annual general meeting and offer themselves for re-election for a three-year period.

The four longest serving members will be required to retire and offer themselves for re-election in 1995. The next four longest serving members will have to retire at the 1996 annual general meeting. Thereafter the triennial periods will be established.

Directors

The following held office as directors during the year:

Chairman:

Sir John Cassels CB

Nominated Directors:

Dr Nick Carey (C&G) (appointed 13.5.93)

Derek Grover (ED) (resigned 10.1.94)

Elected Directors:

David Bartley

Bill Brignall (appointed 13.5.93)

Julian Crozier (appointed 13.5.93)

Barney Gibbens OBE

Jim Hammer CB

Rosemary Harper (appointed 13.5.93)

Prof Cyril Hilsum CBE

Bill Jordan CBE

Prue Leith OBE

Peter Rainbird (appointed 2.2.94)

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

Directors' responsibilities

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, 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 financial statements on the going concern basis unless it is inappropriate to assume 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 enabling them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hencefor taking reasonable steps for the prevention and detection of fraud and other irregularities.

Staff

At the end of the period the permanent staff of UK SKILLS consisted of the Chief Executive, three 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 financial statements.

Auditors

The auditors, Price Waterhouse, have indicated their willingness to continue in office and a resolution concerning their appointment will be proposed at the Annual General Meeting.

By order of the Board

B J Gibbens OBE
Secretary

9 August 1994

Auditors' report to the members of UK SKILLS

We have audited the financial statements on pages 26 to 28 which have been prepared under the historical cost convention and the accounting policies set out on page 27.

Respective responsibilities of directors and auditors

As described on page 24, the company's directors are responsible for the preparation of the financial statements. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of opinion

We 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 financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, 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 financial statements 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 financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of affairs of the Company at 31 March 1994 and of the profit for the period then ended and have been properly prepared in accordance with the Companies Act 1985.

Price Waterhouse
Chartered Accountants and Registered Auditor

9 August 1994

Accounts**Income and expenditure account for the year ended 31 March 1994**

		Year ended 31 March 1994		Year ended 31 March 1993	
	Note	£	£	£	£
Income					
Grants from Employment Department		206,432		224,444	
Income from sponsors		15,000		-	
Other grants and donations		209,463		150,922	
Contributions from industry		175,465		-	
Miscellaneous Income		5		1	
VAT		51,887		-	
			658,252		375,367
Expenditure					
Central administration		265,153		188,768	
Selection and preparation of UK team		204,115		13,211	
VAT		-		27,010	
Youth Skill Olympic Club		52		7	
			469,320		228,996
Operating surplus	2		188,932		146,371
Interest receivable			14,647		4,389
Surplus on ordinary activities for the financial year	9		203,579		150,760

All income and expenditure relates to continuing activities.

All recognised profits and losses for the year have been dealt with in the profit and loss account.

Balance sheet as at 31 March 1994

	Note	Year ended 31 March 1994 £	Year ended 31 March 1993 £
Current assets			
Cash at bank and in hand		409,674	282,299
Debtors	6	<u>23,301</u>	<u>174,577</u>
		432,975	456,876
Creditors: Amounts falling due within one year	7	<u>(18,425)</u>	<u>(245,905)</u>
Net current assets		<u>414,550</u>	<u>210,971</u>
Reserves			
Income and expenditure account	9	414,550	210,971

Approved by the Board on 9 August 1994

On behalf of the Board
Sir John Cassels CB

Chairman

Notes to the accounts - 31 March 1994**1 Accounting policies****(1) Accounting convention**

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

(2) Income

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.

(3) Taxation

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

(4) Depreciation

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

(5) Cashflow statement

The company is exempt from the requirement to prepare a cashflow statement under Financial Reporting Standard 1 since it is a small company as defined in S246 to S249 of the Companies Act 1985.

2 Operating surplus for the financial period

Operating surplus for the financial period is stated after charging/(crediting)

	Year ended 31 March 1994	Year ended 31 March 1993
	£	£
Auditors' remuneration	4,000	3,000
VAT	(51,887)	27,010
Depreciation	3,110	804

3 Staff costs

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

	Year ended 31 March 1994	Year ended 31 March 1993
	£	£
Wages and salaries	125,009	105,329
Social security costs	11,208	8,714
Other pension costs	4,724	4,501
	140,941	£118,544

The average number of persons employed during the period was as follows:
Office and management

	5	4
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No remuneration was paid to the directors during the period.

4 Interest receivable

	Year ended 31 March 1994	Year ended 31 March 1993
	£	£
Bank deposit interest	14,647	4,389

5 Fixed assets

	Computers and office equipment £
Cost	
At 1 April 1993	7,668
Additions during the year	3,310
Disposals	-
At 31 March 1994	10,978
Accumulated Depreciation	
At 1 April 1993	7,668
Charged in year	3,110
Disposals	-
At 31 March 1994	10,978
Net Book Value	
At 31 March 1994	-
At 31 March 1993	-

6 Debtors

	Year ended 31 March 1994 £	Year ended 31 March 1993 £
Trade Debtors	3,791	99,300
Prepayments	10,573	75,277
Other debtors	4	-
VAT debtor	8,933	-
	<u>23,301</u>	<u>174,577</u>

7 Creditors (amounts falling due within one year)

Accruals and deferred income	5,958	198,841
Trade creditors	12,467	47,064
	<u>18,425</u>	<u>245,905</u>

8 Capital

The company is limited by guarantee and has no share capital. Each member has a liability limited to £1.00 for payment of the company's debts if the company is wound up or dissolved.

9 Reconciliation of movement in accumulated funds

	Year ended 31 March 1994 £
At 1 April 1993	210,971
Surplus for the year	203,579
At 31 March 1994	<u>414,550</u>

10 Taxation

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

11 Pensions

The staff members who are on secondment from the City and Guilds of London Institute are members of the Institute's defined benefit pension scheme. Details of the pension scheme can be obtained in the annual report of the City and Guilds of London Institute.

As at 31 March 1994, the following had subscribed as members and associates:**Members:**

The Clothworkers' Foundation
City & Inner London North TEC
London East TEC
Sheffield TEC

Associates:

General Electric Company plc
National Training Partnership
Hampshire TEC
Essex TEC

Lothian and Edinburgh Enterprise

Support for the 1993 UK team

(names appear in alphabetical order)

Aerostructures Hamble Ltd
Air Products UK
Edgar Allen Engineering Ltd
Alexandra Workwear plc
Altnaharrie Inn

Amalgamated Engineering and Electrical Union (EETPU Section)

Amstrad plc

Ardex UK

Aurora Sports Club

Autobody Repair Selection Test

run by Thatcham Training Centre

Autodesk

Avon TEC

N G Bailey & Co Ltd

Basildon District Council

Bathgate Silica Sand

Bentley & Bramley

'Best of British' Manufacturing Skills

competition run by Machine Tool Technologies

Association, Gauge & Toolmakers Association,

Engineering Training Authority, Federation of British

Hand Tool Manufacturers, Federation of British

Engineers Tool Manufacturers and British Gear

Association and supported by Altus Engineering Ltd,

Bridgeport Machines Ltd, British Aerospace Defence

Ltd (Military Aircraft Division), Camtek Ltd, Charmilles

Technologies Ltd, Cincinnati Milacron UK Ltd,

Diemould Service Company Ltd, Metalwork

Production Magazine, METCOM, Rover Group

Longbridge, Tesa Reference Standards Division

BFIA

Bishop Burton College

Bomford Trust

Bowers International Gange & Co Ltd

British Aerospace Defence Ltd

British Steel plc

British Furniture Manufacturers Ltd

Brooklands Technical College

Brunel College of Technology

Buckinghamshire College of Higher Education

Malcolm Bullock & Son

CAD (Computer Aided Draughting & Design)

Competition run by British Aerospace Defence Ltd

Caffyns plc

J & J Cash Ltd

Celette UK Ltd

Chevron Contracts

George Choppen & Sons (Kent) Ltd

V L Churchill Ltd

City & Inner London North TEC (CILNTEC)

C & J Clark Ltd

Clarkson Osborn

Colchester Lathe

W Clayton & Sons Ltd

Coeney Catering Equipment

Construction Industry Training Board

Construction Industry Training Board - Northern

Ireland

Cornwall College

Couture Marketing Ltd

Crown Berger Ltd

Cumbria TEC

Darlington College of Technology

Darnall Tools

B Darnton & Co

Dayton Progress Ltd

Derby College Wilmorton

De Vere Hotels

Devon and Cornwall TEC

Dudley TEC

Duport Harper Foundries Ltd

Eclipse Clothing

Engineering Training Authority

ESAB Group Ltd

Falcon Catering Equipment

FANUC

Federation of Clothing Designers and Executives

Finkl UK

Barney Gibbens

Gidleigh Park Hotel

Goldsmiths' Company Skills Competition

run by Worshipful Company of Goldsmiths

Graphic Group

Peter Hall & Son

Hambing & Trebble

Hampshire TEC

Heart of England TEC

Hereford and Worcester TEC

Hertfordshire TEC

Hertfordshire University

Hettenus Albertus

HKB Steels

Hoddesdon Women's Club

Honda UK

Hospitality & Leisure Manpower

Hotel and Catering Training Company

The Housing Federation, Leeds

Humberside TEC

B B Hutchinson

ICI Paints Ltd

ICI Taiwan Ltd

Imperial Hotel, Great Yarmouth

Industrial Electronics Competition

run by British Aerospace Defence Ltd

Institute of Agricultural Engineers

Institute of British Foundrymen

Institute of British Foundrymen

(West Midlands Branch)

Institute of Road Transport Engineers

Iscar Tools

Jaeger Knitwear

JEB Engineering Design Ltd

Jerzees

JIB National Plumbing Competition

run by Joint Industry Board for Plumbing Mechanical Engineering

Services in England and Wales (National Association

of Plumbing Heating and Mechanical Services

Contractors; Amalgamated Engineering and Electrical

Union (EETPU Section); Building Employers

Confederation)

JT Ltd

Kennametal (UK) Ltd

Knauf

Kubota Ltd

Kverneland (UK) Ltd

Lamma

Laughton Steels

Leeds College of Building

Leicestershire TEC

LEP

Lions Club of Portishead

Lothian and Edinburgh Enterprise Ltd

Manchester TEC

Marks & Spencer

Metal Abrasives

Metal Industries plc

METCOM

Midlands Electricity Board

Millhouses Engineering

Mitutoyo (UK) Ltd

Monks & Crane

National Automotive Technician Competition

run by the Automobile Association and RTITB

Services Ltd

National Hairdressers Federation

(South West Area)

National Ladies' and Men's Hairdressing

Competition

supported by the Hairdressing Manufacturers and

Wholesalers Association and sponsored by Wella

National Metal Foundry Training Trust

Nissan Motor Co Ltd

Norfolk & Waveney TEC

Norman Collinson Trust

North Glasgow College

Northern Woodworkers Ltd

Numerical Engineering Society

Hugh J O'Boyle Ltd

W M Oxley & Co Ltd

Pantherella

W T Parker & Co

Parkwood College

Pattern, Model & Mould

Pentland Press Ltd

Manufacturers Association

Peterborough Regional College

Peugeot Talbot Motor Company Ltd

PH Hair Systems

Platts Engineering Ltd

Progressive Safety Footwear &

Clothing Ltd

Retail Motor Industry Training (ReMIT)

A B Richardson

Richardson Sheffield Ltd

Robert John

Ross & Cromarty Enterprise

Royal District Commission, Salisbury

Royal Ordnance

Rycotewood College

Savoy Education Trust

Schwarzkopf Ltd

Tom Scott

Seward Agricultural Machinery

Scottish Decorators Federation

Sheffield College

Sheffield TEC

Skill-Build competition run by National Joint Council

for the Building Industry (Building Employers

Confederation; Furniture, Timber and Allied Trades

Union; General, Municipal, Boilermakers and Allied

Trades Union; National Federation of Roofing

Contractors; Transport and General Workers Union;

Union of Construction, Allied Trades and Technicians)

and sponsored by Anderson, British Furniture Trade

Joint Industrial Council, British Gypsum, BPIB, CITB,

Central Manchester Development Corporation,

Crown Berger Ltd, Cookson PCI, Granyte

Woodfinishes, Guild of Bricklayers, Institute of

Carpenters, Institute of Machine Woodworking

Technology, London Brick, Manchester TEC,

MACEF, Meyer International Forest Products Ltd,

National Federation of Roofing Contractors, Tilcon,

Unibond Copydex.

Skill Electric competition run by

Electrical Contractors Association and Legrand

Electric Ltd

Snap-On Tools Ltd

Society of Merchant Venturers

Solihull College of Technology

South Staffs Training Association

Special Melted Products

Spenser Clarkes

Springrove

Stanley Tools

Stocksbridge Engineering Steels

Stone Federation

Sykes Machines

Sykes Pickavant Ltd

Sussex TEC

Swallow Hotels

Equipment

TECs & National Providers Partnership Ltd

Teledyne

Telford College

TGI Fridays

Thame Witchert Rotary Club

Thurton Foundries

Tibbitt & Britten Group plc

Toyota GB Ltd

George Turton, Platts & Co Ltd

UES Stockholders

UK Patternmaking Craft Competition

run by Institute of British Foundrymen

UK Youth Arc Welding Championship

run by Murex Welding Products Ltd and TWI

UK Youth Gas Welding Championship

run by BOC Ltd, supported by C Brown & Sons (Steel) Ltd,

Murex Welding Products Ltd and TWI

VAG Ltd

Vauxhall Motors Ltd

Victor Machine Tools

VME Construction Equipment GB Ltd

Derek Walmsley

Wells Cathedral Stonemasons

Weybridge Automobiles

Wigan TEC

Willan Metals

Peter Winn Tyres Ltd

Worshipful Company of Engineers

Worshipful Company of Furniture Makers

Yorkshire Agricultural Society

UK • SKILLS

76 Portland Place
London W1N 4AA

Telephone: 0171 753 5222

Fax: 0171 436 7630