



CITY AND GUILDS

AND THE INTERNATIONAL APPRENTICE COMPETITION

City and Guilds of London Institute, 76 Portland Place, London, W1

On 31st August, 1962, a team of 28 apprentices selected by open competition from among 550 entrants, left Gatwick Airport for Gijon in Spain to represent Great Britain at the 1962 International Apprentice Competition. This competition, known originally as the Vocational Training Competition began, in 1947, on a national basis in Spain where it enjoyed so high a degree of success that the organizers were encouraged to extend it on an international basis. The first two international competitions were held in 1950 and 1951 when Spain and Portugal were the only contending countries. In 1953 a third international competition was organized and invitations were sent to Portugal, Germany, Morocco, Switzerland, Italy, France and Great Britain, but although the invitations to Great Britain were addressed to a number of organizations likely to be interested, no support was forthcoming.

It was at this point that Mr F. Hill of Canterbury heard indirectly of the competition and, with only 10 days to run before the contest began, travelled to Madrid with his son and secured his entry. Douglas Hill was therefore the first British entrant and for his effort in the competition he received a silver medal.

It was from this small beginning that the British entry has grown. Mr Hill's initiative and a considerable subsequent effort on his part bore fruit in 1956 when the Worshipful Company of Goldsmiths sent a strong team of observers to Madrid and this was followed up by a meeting at Goldsmiths' Hall at which a British organizing committee was formed. At this meeting the City and Guilds of London Institute agreed to provide secretarial and office facilities and to bear certain expenses. From that time onward there has been a steady growth of interest until today Great Britain provides a team sufficient to cover entry in all subjects at all grades. Moreover, the number of firms and other organizations entering apprentices for selection tests has grown from a dozen or so in 1956 to over 210 in 1962.

Meanwhile other European countries were becoming interested as had been shown by the increase in the number of competing countries and in the sizes of the teams which each country sent. In 1961 the numbers of entries were Western Germany 32, Great Britain 31, Spain 30, Italy 19, Eire 18, Belgium 17, Portugal 12, Austria 8, Switzerland 8, Luxembourg 8 and France 5. This year Holland has entered for the first time and Japan becomes the first non-European country to take part in the competition. This increasing scale of competition means that standards are steadily rising and Great Britain will have to look to her laurels if she is to hold the ground

gained in the last half-dozen years. There is, moreover, a constant demand for the addition of fresh subjects which shows that interest is alive and growing.

THE COMPETITION

The competition is governed by the Organizing Committee of the International Apprentices Vocational Training Competition which has its offices in Spain, the country which originated the scheme. This committee consists of a president, a vice-president and a secretary together with an official representative and a technical representative from each participating country. Each country entering apprentices has its own organizing committee. The International Organizing Committee is responsible for deciding upon the various tests to be set and these are selected from drawings submitted by the participating countries. These tests are not made known to competitors until the competition begins and some of them range up to forty hours in length. While the competition is in progress interpreters and officials are in constant attendance so that any boy who finds himself in difficulties can immediately ask for assistance. Finally the test pieces are judged by a panel of technical experts on which each participating country is represented.

SELECTING THE TEAM

No country may enter more than one competitor in each age category for each trade. Hence it will be seen that to select a team of 28 from some 550 is a task that sets the Institute an organizational problem of considerable magnitude. Selection tests are carried out in a variety of ways: it may be that a firm carries out the test in its own premises or a centrally situated firm will conduct the tests for all entrants in the surrounding district. Alternatively there are those maids-of-all-work, the technical colleges, who can always be relied on to help in a job of this sort. The Institute is deeply grateful to the firms and the technical colleges who have co-operated in this work and also to the team of experts who this year in addition to their appraisal of the test-pieces and final selection of the British team, have returned to participating firms a short report on every candidate tested – a new venture which it is hoped will be improved upon by a fuller report in future years.

It is being found that the preliminary contest at this selection stage is having a beneficial effect on apprentices who, apart from the opportunity to compare their own

standard of performance with those of others, gain also by seeing the use of methods other than those which they themselves have been taught. Indeed some training officers are coming to a realization of the need to review their training methods.

THE 1962 COMPETITION

Following selection tests held in the late spring and early summer of this year, a British representative was chosen for each category in all trades included in the competition, i.e. 28 in all. In the list given below subjects marked (A) were for boys born in 1941, 1942 and 1943; those marked (B) were for boys born in 1944, 1945 and 1946; and others marked (U) were for boys born in 1941 to 1946 inclusive: the list also shows the names of employers whose generosity made it possible for their apprentices to travel to and from Spain to take part. The team won 3 gold medals, 8 silver medals and 7 bronze medals and there was one additional award: these awards are shown appropriately against the names of the winners.

TRADE	APPRENTICE	FIRM
Brickwork [A]	D. A. Faulkner	Kodak, Harrow [Silver Medal]
Brickwork [B]	A. Thompson	Bovis, London [Gold Medal]
Cabinet Making [A]	R. P. Groom	J. L. Green & Vardy, London [Gold Medal]
Cabinet Making [B]	A. A. Hutchings	H.M. Dockyard, Chatham [Bronze Medal]
Carpentry [U]	P. G. Beaty	John Laing & Son, London [Bronze Medal]
Constructional Steelwork [U]	A. H. Billington	I.C.I., Northwich [Silver Medal]
Fitting [A]	R. I. Robinson	Davey & United Engineering Co., Sheffield
Fitting [B]	R. J. Harpur	Harland & Wolff, Belfast
Foundry	D. Lewis	Rolls-Royce, Derby [Silver Medal]
Moulding [U]		
House Wiring [A]	H. S. Withers	Midlands Electricity Board [Bronze Medal]
House Wiring [B]	R. O. King	Southern Electricity Board [Silver Medal]
Industrial Forging [U]	M. A. Toogood	British Transport Commission [Bronze Medal]
Industrial Wiring [U]	B. A. Ridgway	South Wales Electricity Board
Jewellery [U]	R. F. Gerrett	H. J. Co., London [Silver Medal]
Joinery [A]	G. Crawte	W. A. Green & Son, Farnham
Joinery [B]	R. A. Taylor	Cambourne-Redruth U.D.C.
Machine Drawing [U]	A. Durber	Michelin Tyre Co, Stoke-on-Trent [Bronze M.]
Milling [U]	B. E. Mason	Mullard Radio Valve Co, Mitcham [Silver M.]
Painting and Decorating [U]	J. Nourish	H. R. Barradell, Leicester [Additional Award]
Panel Beating [U]	B. L. Wilsher	English Electric Aviation, Stevenage [Bronze M.]
Wood Patternmaking [U]	A. B. Hepworth	English Electric Co, Bradford
Plumbing [U]	M. A. L. Phipps	C. L. Phipps & Son, Oxford [Silver Medal]
Silversmithery [U]	P. D. Donovan	Nayler Bros., London [Gold Medal]

TRADE	APPRENTICE	FIRM
Stone Cutting [U]	J. Broddle	Stone Firms, Portland [Bronze Medal]
Turning [A]	C. B. Coulson	Baker Perkins, Peterboro'
Turning [B]	P. Morfitt	Davy & United Engineering Co., Sheffield
Welding [A]	P. Cowser	Babcock & Wilcox, Refrew [Silver Medal]
Welding [B]	M. G. Paget	G. A. Harvey, London

On their return to London on 12th September the apprentices were received at the Ministry of Labour by Mr J. G. Stewart, C.B., C.B.E., Under-Secretary, Employment Department, (deputising for Mr William Whitelaw, M.C., M.P., Parliamentary Secretary) who delivered to them the following message from the Rt Hon. John Hare, O.B.E., Minister of Labour:

'I have great pleasure in welcoming back to this country the competitors with their newly-won laurels from the International Apprenticeship Competition. To win three first prizes and fifteen other awards is the best performance this country has so far achieved and reflects great credit on all taking part. I congratulate you all and particularly those who have won such high awards. I should like also to express my gratitude to the City and Guilds' Institute without whom it would have been impossible for a British team to take part.

These tests and the stiff competition which you have been meeting from other countries emphasise the importance of good training. The excellent results which you have obtained demonstrate the truth of the claim which has often been made, that at its best British apprenticeship training is as good as any in the world. But, unfortunately, all British apprenticeship training is not of this standard. There are far too many firms which are content to let their apprentices pick up knowledge in a haphazard way instead of providing systematic and intensive training. That kind of training is not good enough in a world which is becoming ever more competitive. I welcome the efforts which the Industrial Training Council, with the help of the Government, is making to improve the standard of industrial training and to spread the methods of the best firms throughout industry. I hope that with this campaign to assist, and your successes to inspire, British industry will provide a lead in industrial training in the future.'

THE FUTURE

The experience of the past six years has shown that both in this country and abroad the influence and importance of this competition are increasing. With this in mind, the *ad hoc* committee which has done such valuable pioneering work in building up the British entry to its present size and standard has been reconstituted and strengthened. It now becomes one of the Institute's senior committees and will consist of representatives nominated by appropriate Government departments; the Industrial Training Council and both sides of industry; the nationalized industries; the British Council; the three associations connected with technical institutions; the building, engineering and electrical industries; the Worshipful Company of Goldsmiths; BACIE; and the City and Guilds of London Institute. Certain members of the original committee will also be co-opted.

The way has therefore been prepared for a big step forward and it is now for industry to muster its forces and ensure not only that the step is taken, but that it is firm, resolute and worthy of the innate skill of British craftsmanship.