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To win the gold medal for Cookery at the 1995 Youth Skill Olympics in Lyon, the gastronomic centre of France, was in itself a magnificent achievement. Two more golds – Information Technology and Plastering – a silver, a brace of bronze and seven diplomas of excellence meant that more than half the UK team reached or surpassed the recognised international standards for their skills in the recent Skill Olympics. This was a heartening performance and the competitors fully deserve the recognition that their efforts earned. We were especially pleased that James Paice, Education and Employment Minister, was able to attend the 'Olympics' and see, at first hand, these splendid achievements.

Improved performance in one international competition must not lead to complacency. The UK position in the 'league table' of countries represented in the Youth Skill Olympics is still too low, especially in the engineering sectors, and a great deal remains to be done before UK industry in general can be seen to match the standards reached by its leading international competitors.

UK SKILLS is committed to promoting the contribution that skills competitions can make to raising skill levels and, as will be seen from the range of activities covered in this annual report, some encouraging progress is being made. The variety of industry sectors whose competitions have qualified for the award of the UK SKILLS' seal of approval is a good sign, as too is the response to the idea for skills competitions linked to training programmes for modern apprenticeships. Young people respond to the challenge of competition and the pursuit of excellence. If confirmation were needed, it is shown by the enthusiasm with which further education colleges have been seizing the chance to contribute to skills competitions and develop special ones for their own students.

There have been a number of changes in Board membership during the year. Julian Crozier resigned on retiring as chief executive of the Northern Ireland Training and Employment Agency and we have appointed his successor, Ian Walters, to fill the vacancy; John Graham, Director of Human Resources at British Aerospace (Defence) Ltd has joined the Board in place of Jim Newell; Neill Schofield retired on leaving the Department for Education and Employment; Lex Gold has also

resigned following a move to a new job. My thanks to all past and present members of the Board for their support during the year. Brendan Barber, John Graham, Prue Leith and Ian Walters retire by rotation at the end of the 1996 Annual General Meeting and I am very pleased that they will all offer themselves for re-election for a further term.

Finance remains a problem. We are grateful to the Department for Education and Employment for their continued support and for the contributions and encouragement of our members and associates but the total income from these sources is still well below what we require if we are to continue on our present course. It is clear that companies can be persuaded to support their own competitions and entries to the international event – we have calculated that some £4.25 million was spent in cash or kind by industry in support of sectoral competitions and the UK competitors in Lyon – but there is a (perhaps) understandable reluctance to contribute even a fraction of this amount to UK SKILLS. The Board is looking afresh at this problem with the aim of securing the financial basis for further development of activities allied to skills competitions, including international benchmarking, which can be of direct benefit to the country's skill base.

Finally, I must again pay a warm tribute to the chief executive and her small staff whose motivation and dedication have, as always, been indispensable to our progress over the past year.

Sir John Cassels CB
Chairman



This has been a very successful year for UK SKILLS and, despite one or two setbacks, we have made considerable progress towards the achievement of our objectives.

The early months were largely taken up with team preparation for the International Youth Skill Olympics, organised by the International Vocational Training Organisation (IVTO), which took place in Lyon during October. UK SKILLS entered a slightly smaller team than on previous occasions as a result of changes to the international trade descriptions and the difficulties experienced by several national competitions. But new arrangements for preparatory training – which this year included a separate development day for the technical experts and the incorporation of *work process management* in all competitor training to enhance planning skills – paid welcome dividends.

The UK team won six medals: three gold (Cookery, Information Technology and Plastering), one silver (Cabinet Making) and two bronze (Plumbing and Stonemasonry), and a further seven competitors reached the international standard, receiving the diploma of excellence. As a result of these splendid performances, with more than half of the team exceeding the international standard, the UK's average score topped the world standard for the first time. A fuller account of the competition appears elsewhere in this report. I should however like to take this opportunity to express my personal thanks to all who helped make this result possible and in particular to the team patron, Fatima Whitbread, whose inspiring talks to the competitors proved a significant factor in boosting their morale and helping them to prepare for the rigours of international competition.

UK SKILLS has continued to play a full part in the affairs of IVTO and strongly supported adoption of the new constitution and standing orders, aimed at creating a more efficient and effective body.

In co-operation with our equivalent organisation in the Netherlands we have been closely involved in discussions to set up a new international body – EUROSKILLS – for European skills competitions. A meeting to discuss a UK/Dutch proposal took place in Lyon and we are continuing our efforts to establish an organisational framework to co-ordinate and encourage pan-European competitions.

Progress on the home front has been equally pleasing. Five years ago, when UK SKILLS was founded, the infrastructure of national skills competitions was almost non-existent: most were primarily concerned with identifying competitors for the Skill Olympics and often received little support from their industry sector. Today, there is a growing body of skills competitions covering large sections of industry. Most of these competitions are implementing our code of practice and our decision to introduce the national seal of approval for those meeting the code has been amply justified.

Ten national competitions, including one not as yet involved in the Skill Olympics, have qualified for the award and three or four others are expected to meet the requirements shortly. A developing structure of local and regional competitions feeding into national finals is taking shape and the overall level of support from industry and further education has risen accordingly. The impressive list of organisers, supporters and sponsors on page 35 shows the extent of this commitment.

The one area of concern is engineering/manufacturing but even here the picture is not entirely gloomy. Although there are now no recognised national skills competitions in this sector there seems to be a growing interest in developing new types of competition which could be linked to and brought within the UK SKILLS national framework. A good example of this is Ford's introduction of a multiskills competition for its apprentices at its UK plants.

One of the most exciting challenges to emerge during the year has been the idea of encouraging development of a new range of competitions linked to modern apprenticeship programmes and of providing some recognition towards attainment of Scottish/National Vocational Qualifications (S/NVQs).

With help from the Department for Education and Employment, UK SKILLS has been able to offer some funding to five selected Industry Training Organisations (ITOs) for the modern apprenticeship project. Early reports from two ITOs indicate that, at least in some industry sectors, the prospect is welcomed as an opportunity to provide routes to excellence within modern apprenticeships. Reports are still awaited from the other ITOs but there are signs that in both the

Contd.

engineering sectors (manufacturing and maintenance) a development on these lines could be a viable proposition.

Following our successful bid for funds from the European Year of Lifelong Learning, we commissioned a project looking at the practicality of young people gaining recognition of competences towards S/NVQ through participation in competitions. Some industry sectors are evidently seeking such recognition from their current competitions and for participants' competences to be recorded on the National Record of Achievement. The introduction of more specifically designed skills competitions will provide a more suitable vehicle for other sectors.

Our links with FE colleges have been very considerably strengthened over the year. Thanks to the enthusiasm of Nye Rowlands, Principal of Manchester College of Arts and Technology, a group of principals and college representatives have met on a regular basis. Plans are now in train to establish a more formal structure that will enable colleges to develop skills competitions that meet the standards of the code of practice and be linked to the national framework.

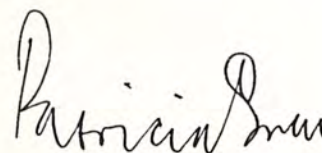
The financial results for the year once again reflect the lack of sufficient funding to continue and carry forward all our activities. Fundraising remains a major challenge.

Understandably, many companies and organisations prefer to contribute to skills development by giving backing to their own sectoral competitions rather than giving direct support to UK SKILLS – and we estimate such industrial contributions amount to over £4.25 million.

Indeed, very little of the activity covered in this report would have been possible without the generous donation from the Clothworkers' Foundation some three years ago which has enabled us to cover deficits and continue our work. We are most grateful for the continued support from the Department for Education and Employment and for their willingness to respond to requests for special project finance. Thanks are also due to all our members and associates for their support and assistance during the year.

On a domestic note, at the beginning of June we moved our offices from Portland Place to Giltspur Street in the City of London. This was carried out without serious disruption to our work, despite the move coming at a particularly busy time for us. We look forward to welcoming some of our friends and supporters to our new premises. Now in our sixth year, we find ourselves directly opposite 'Bart's' Hospital, founded in 1102; this leads us to wonder if UK SKILLS will still have a dedicated host of supporters in nearly 900 years' time!

Finally, my warmest thanks to the small team of staff and to the many individuals outside UK SKILLS who are helping to create an ever-widening network of skills competitions to celebrate achievement and secure excellence.



Patricia Snell
Chief Executive

This has been a year of steady and significant progress in the development of the national framework.

The code of practice for national skills competitions was fully implemented by January 1996. A new quality 'kitemark' was developed for competitions complying with the code with the theme *Targeting excellence*. By the end of March, 10 skills competitions had successfully applied for the award of this national seal of approval and several others were nearing the stage when they too would be ready to apply.

As the government-recognised standard-setting body, UK SKILLS will be awarding the seal as an endorsement of quality. The seal will enhance the credibility of sectoral competitions by showing that industry is offering high-quality skills contests run in accordance with national standards.

Several important and encouraging trends are emerging in the development of the national framework. These include the

- increased number and profile of local and regional heats. For instance, SkillELECTRIC staged four regional heats in Belfast, Croydon, Glasgow and Nottingham.
- greater use of high-profile trade or consumer exhibitions as venues for holding the national finals. SkillBUILD, for example, held its 1995 finals at the NEC, Birmingham, at Interbuild '95, the premier trade exhibition for the building trade.

- improvements in promotion and publicity. There has been a significant increase in press coverage of both regional and national finals as well as of launches of competitions, such as SkillAUTO's much enlarged National Automotive Technician Competitions.
- inclusion of key influencers within the industry serving on organising committees for national competitions, such as major employers, trade associations and industry training organisations and trade unions
- introduction of a pilot project for the profiling of competitors planning skills at national finals for the purposes of work process management training
- increasing number of industry sectors developing skills competitions and seeking recognition within the national framework. Latterly, these include meat trades, retail, refrigeration engineering, printing and bakery.
- interest expressed by a wide range of industry-relevant competitions at all various age levels including in-company, college, school and prison competitions.

To meet the needs of this last group UK SKILLS is developing a revised code of practice. This will provide differentiated but sequential guidance on the standards of good practice to be met by different types or levels of competition in order that they may qualify for the award of the seal of approval.

Industry sectors are being encouraged to introduce competitions as a normal part of company training programmes so that they become integrated into the overall education and training process.



UK SKILLS continues to promote the establishment of local, regional and national championships within a national framework in accordance with its code of practice so as to ensure quality and broad industrial support. Professional bodies, employer and trade associations, industry training organisations, employers, colleges of further education, trade unions and other organisations concerned with vocational education and training all have key contributions to make towards the success of sectoral competitions.

'In the competitive market in which our company operates it is imperative that we stay in the forefront of new innovations. We must ensure that our youngsters are trained to the highest standards and in the latest technology. Competition is a way of measuring how effective the training has been and allows one to focus on a single objective.'

Although currently we only take part in an internal competition, I look forward to when we can participate nationally so that our youngsters can have the opportunity to demonstrate their skills to a wider community.'

Derek Todd
Manager of Apprentice Training Programmes
Ford Motor Company Ltd



'The application of information technology is crucial to the economic health of the United Kingdom. The Young IT Technician of the Year award – which IBM has supported from its inception – celebrates the world-class level of achievement in this field. In doing so, it plays a vital role in raising standards and generating the highly skilled workforce we need to compete internationally.'

Barrie Morgans
Chief Executive
IBM United Kingdom Ltd



Skills competitions and modern apprenticeships

At the end of 1995 UK SKILLS contracted with five Industry Training Organisations (ITOs) to develop links between skills competitions and modern apprenticeship programmes: the Hairdressing Training Board, the Hotel and Catering Training Company (HCTC), Motor Industry Training Standards Council (MITSC), the Engineering Training Authority (EnTra) and the Marine Engineering Training Authority for similar development work in the manufacturing and maintenance engineering sectors. The HCTC and MITSC have submitted reports covering hospitality and motor vehicles.

The hospitality sector is to introduce new and separate modern apprenticeship competitions for the six apprenticeship areas. The competitions will be offered at two levels. The final level, geared to NVQ Level 3, will include regional finals leading to the national finals for each of the six specialist areas.

The MITSC report identifies a number of possible developments which require further investigation. These include competitions for additional skills, such as motor cycle maintenance, or adapting in-company contests run by individual vehicle manufacturers or suppliers, for example, Toyota GB. The remaining reports are due in the coming months.

UK SKILLS will be preparing a report based on these individual projects with proposals for encouraging other sectors to undertake similar developments.

Skills competitions and S/NVQ accreditation

UK SKILLS commissioned a research project from Manpower Research, thanks to some funding from the 1996 European Year of Lifelong Learning initiative.

The overall aim of the project is to report on ways in which participation by young people in skills competitions can lead to S/NVQ accreditation.

Industry sectors participating in the project are motor vehicle maintenance, engineering construction, hairdressing, hospitality, meat processing and retailing. Although not part of the main investigation, the information technology sector has been included in discussions.

Initial findings are still under consideration but the impression is that links are feasible where those concerned can see and appreciate the benefits gained from taking part in competitions.

UK SKILLS will be publishing a report on the outcomes next year.

Benchmarking

Full results from the International Youth Skills Competitions between 1989 and 1995 have been entered on a new database. The intention is to have the capability to provide analyses of results for individual trades, sectors and countries and provide feedback on relative performance. Further development work is under way and an outline of data services available will be published later in 1996.

Further education colleges

Many colleges throughout the UK have a long tradition both in hosting skills competitions, encouraging entrants and coaching competitors for the Skill Olympics. A good number of technical experts too have come from further education institutions.

Support from this sector was underlined in September 1995 with the formation of an informal group of colleges interested in working closely with UK SKILLS and committed to promoting and facilitating skills competitions. The group, chaired by Nye Rowlands, Principal of Manchester College of Arts and Technology, continues to meet on a regular basis and some 23 colleges are represented.

Several skills competition organisers have invited a college representative on to their organising committees (SKILLIT – Young IT Technician of the Year, SkillELECTRIC and SkillAUTO's National Automotive Technician Competitions) and principals are anxious to see this practice extended. Some group members are increasing their commitment through organising new competitions or hosting regional and national rounds.

The group is now considering a proposal to set up a formal FE College Skills Competition Council to provide a more focused and effective partnership.

TECs and LECs

Links with Training and Enterprise Councils (TECs) and Local Enterprise Companies (LECs) continued to be fostered by our TEC/LEC Liaison Consultant, Jim Wiltshire. UK SKILLS also took steps to try to establish a more regular dialogue with the TEC National Council and other TEC focal points, such as the TEC Foundation Learning Group and regional network groups. In September 1995, Sir John Cassels spoke at the Council of Welsh TECs' chairmen's dinner.

Livery companies

LOGVEC (Livery October Group Vocational Education Committee, initiated in October 1993) organised a seminar for livery companies on 1 May 1995 with the theme 'Influencing change – the livery companies and vocational education and training'. Sir Geoffrey Holland, Vice Chancellor of Exeter University, gave the keynote speech and Sir John Cassels chaired the workshop proceedings. Patricia Snell introduced a workshop on 'Developing UK skills' which aimed to encourage livery companies to promote the development of skills competitions and to support the activities of UK SKILLS.

Trade unions

Two meetings with representatives from the Trades Union Congress (TUC) have taken place regarding further involvement of trade unions. Unions already active in the development of skills competitions through membership of national organising committees are the Amalgamated Engineering and Electrical Union – SkillELECTRIC and the JIB National Plumbing Competition, the Transport and General Workers' Union – SkillAUTO and



SkillBUILD, and MSF – National Patternmaking Competition. During the coming year UK SKILLS, in collaboration

with the TUC, will be encouraging further union representation to cover all sectors.



'The skills of the workforce are the key to raising the competitiveness of UK businesses. TECs in England and Wales are committed to raising skill levels in the UK to world-class standards, through support for the National Targets and NVQs.'

'Skills competitions provide a quality benchmark by which we can assess the performance of our young people both within British industry and against the rest of the world.'

Chris Humphries
Director of Policy and Strategy
TEC National Council



European Year of Lifelong Learning



'Skills competitions are an excellent way of benchmarking our training standards with those of our major competitors in the continuous race to gain advantage in the marketplace. The importance of the competitions is not just who wins but how they can lever up the skills of the workforce as a whole. Trade unions are forging partnerships with employers and standard-setting bodies such as UK SKILLS to raise the skill standards of their members. Today's workers need to be continually upskilled if they are to enjoy career progression and avoid job insecurity.'

John Monks
General Secretary
Trades Union Congress



Nye Rowlands, Chairman of the FE Principals' Group and UK Official Observer in Lyon



Background

Lyon, France's second city, hosted the 33rd 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 Vocational Training Organisation (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 1995 event attracted more entries than any previous competition: a total of 504 competitors from 28 countries. Singapore and Sweden participated for the first time.

The competition was staged at Eurexpo, Lyon on 12-15 October 1995. It was organised by the Comité Français des Olympiades des Métiers, backed up by the Association Rhône-Alpes pour les Olympiades des Métiers (AROM). President Chirac visited Eurexpo on 12 October, officially inaugurating the event.

The UK team

The UK team of 26 competitors – for 23 of the 35 official trades and for two demonstration trades – was the seventh largest to take part. The competitors were supported by 24 technical experts and two team leaders. Sir John Cassels attended as the UK Official Delegate along with the Technical Delegate, Jim Hamner. There were two UK Official Observers – Nye Rowlands, Principal of Manchester College of Arts and Technology (MANCAT) and Patricia Snell, UK SKILLS' Chief Executive.

Awards

The UK team won three gold medals, one silver, two bronze and seven diplomas of excellence. Diplomas are awarded to non-medal winning competitors whose overall mark reaches the international standard of 500 points out of a maximum of 600. Overall, the UK team was placed 12th in terms of average score per competitor. It was the first time that the British average score has exceeded the 500 mark.

The highest average scores were achieved by Austria (527) and Korea (524). The greatest number of gold medals was gained by Korea with 10, followed by Taiwan with six. In terms of medals, the UK was placed eighth. Results are shown in tables on pages 16-19.

UK awards summary

Gold medals: Cookery, Information Technology, Plastering

Silver medals: Cabinet Making

Bronze medals: Plumbing, Stonemasonry

Diplomas of Excellence: Bricklaying, Fitting, Heavy Vehicle Maintenance, Industrial Electronics, Ladies' Hairdressing, Mens' Hairdressing, Painting and Decorating

Pre-competition activities

Competitor selection
The basis of competitor selection has improved over previous years. Some emerged from national finals following regional heats and sometimes local sub-heats. Others were selected from long-established competitions, which nevertheless did not attract very broad entries. Events in Mechatronics and Refrigeration Techniques were organised rather late in the day in order to gain experience in crucial new skills and to participate in demonstration trades in expectation of developing truly national competitions next time.

Disappointingly, some employers (particularly in manufacturing/engineering) do not actively encourage employees to enter competitions on account of the time needed to train away from the workplace and to compete. For some trades, therefore, the UK was unable to field an entrant

representative of the industry and has also foregone the experience of competitions at the leading edge of emerging technology. We are still not necessarily selecting the very best in the UK for every trade and this reinforces the importance of UK SKILLS' policy of promoting a nationwide framework of competitions. Although for the first time competition organisers were required to confirm that their nominated competitors were capable of achieving the international standard, 11 competitors failed to achieve the diploma level.

UK SKILLS' representatives again participated in final selection procedures. Their role – which proved very valuable – was to assess candidates' broader suitability as a team member and their ability to stand up to competitive pressure, as well as to assess employer and family support.

Competitors' qualifications
Every competitor held a relevant and recognised national qualification. The increasing trend towards S/NVQs was demonstrated by 16 of the team holding an NVQ, with 13 of these at NVQ level 3 or above.

Technical experts
For each trade a technical expert was appointed with responsibility for managing the competitor's preparation and training in conjunction with the national competition organiser.

Experts were allocated to sectoral groups, each with a sector representative who sat on UK SKILLS' Skill Olympics National Committee. Sector groups provided a useful channel of communication between experts, sector representatives and UK SKILLS.

UK SKILLS had held an experts' development day at Manchester College of Arts and Technology in February 1995 and further training was provided at the team briefing in May.

Competitor preparation and training
Each expert drew up a training programme in collaboration with the competitor, employer and any relevant training provider. The standard of training programmes and the commitment of experts was generally high and use was made of outside agencies, other employers and local colleges for additional training. Every effort was made to ensure that competitors gained experience with appropriate tools and materials. A review of the standard and content of all training programmes submitted has been carried out since the Lyon event with a view to drawing up recommendations for improvement in the future.

The majority of the team thought that they had received adequate support from their employer and were happy with the assistance provided by their technical expert. However, the need for closer monitoring of competitor support will be addressed for future events.

Many competitors felt that, although technically very well trained, they were still unprepared for the stress and the pressure. Experts too recognised the difficulty of communicating this to the team. A number of ways have been proposed to overcome this problem: the national competition must reflect the international as closely as possible in length, pressure and type of venue. If possible the candidate should be entered for other competitions, particularly outside the UK. Every competitor should

be provided with the opportunity of meeting a previous contestant and training needs to be organised outside the usual workplace and in a noisy or crowded environment to simulate Skill Olympic conditions.

Team briefing

Once again we were indebted to the generosity of the Construction Industry Training Board (CITB) in providing the venue to bring together competitors, team leaders and technical experts for an intensive training programme at their Training Centre in Bircham Newton on 1-4 June.

The programme was largely based on that of successful previous events and included specialist briefings for both competitors and experts on subjects such as developing learning skills, confidence building and stress management, as well as joint sessions where competitors and experts were encouraged to work together.

The competitors' first day of activities, designed and supervised by CITB staff and the team leaders, aimed to develop team spirit and encourage physical fitness. Fatima Whitbread, former Olympic medallist and 1995 Team Patron, gave an inspiring presentation on competition and self-development. A former Skill Olympic medal winner also joined the sessions to give advice based on past experience.

A new development was sessions on *work process management* led by Dennis Knowles, member of the Skill Olympics National Committee. For the experts, a role-playing exercise was introduced on the working of jury panels and a special session held for those nominated as chief experts.



'The importance of a vocationally skilled workforce as a means of achieving national prosperity cannot be underestimated. This year's International Youth Skill Olympics in France aim to improve industry's competitiveness and assess chances of survival in the 21st century. They are a showcase for demonstrating that UK skills can match the very best in the world.'

James Paice MP
Parliamentary Under-Secretary of State
Department for Education and Employment



Fatima Whitbread, 1995 Team Patron

Travel arrangements

A group booking was made with British Airways for the two parties – experts departing on 5 October and competitors on 9 October, both returning on 19 October.

Toolkits

Parcelforce, employers of the competitor for Heavy Vehicle Maintenance (see also page 22) generously provided free transportation for all toolkits from Birmingham to and from Lyon. This saved competition organisers substantial expense.

Particular thanks are due to Mr Ray Prosser of British Aerospace Defence Ltd, industry representative on the Skill Olympics National Committee, who managed the delivery and collection of toolkits at Eurexpo and to the staff of Parcelforce's Birmingham depot, including the two drivers involved.

Funding

Under UK SKILLS' code of practice, skills competition organisers are responsible for meeting the full costs of sending their competitors and experts to the Skill Olympics. These include travel, accommodation, subsistence and insurance (no charges for transporting toolkits this year). In a few cases sponsorship was difficult to achieve and some organisers had to work hard to raise the necessary funding.

The cost of travel and accommodation for the UK team came to approximately £75,000, recovered from a variety of sources. UK SKILLS' direct costs for team selection and entry amounted to a further £77,000. Total expenditure directly attributable to administration, travel and accommodation for the Lyon Skill Olympics was therefore well over £150,000.

This sum, however, does not include industry's costs in organising national contests and selection, carrying out training and competitors'/experts' wages during their absence. Information gathered from each sector indicates that the total costs amount to some £4.25 million, which clearly shows industry's true commitment to national competitions and the Skill Olympics.

The competition**Accommodation**

Competitors were accommodated at the Hotel Campanile, situated between the city centre and Eurexpo. UK experts were based at the Hotel Globe et Cecil in the centre, with technical and official delegates and observers at the Hotel Concorde in the same area.

Jury panels, experts and chief experts
Technical experts act as members of jury panels for individual trades and are responsible for devising the competition test projects, invigilating and marking. Chief experts, generally appointed in advance, manage the jury panels' work. In turn, each jury is overseen by a jury president (technical delegate) under nine senior jury presidents, who report to the Chairman of the IVTO Technical Committee. UK Technical Delegate Jim Hammer was a senior jury president responsible for five trades. Mike Portway, a UK expert whose competitor had to withdraw because of injury, was appointed jury president for CNC/Milling.

Four chief experts were appointed from the UK and in one trade the UK expert acted as deputy.

Test projects

Each technical expert has to submit a test project for consideration by the jury panel. In general projects were selected as a

whole but in some trades with multiple elements projects were made up from various countries' proposals.

Workshop conditions, equipment and materials

The workshops were generally spacious and well laid out. Some problems inevitably arose from noise and dust or layout of some workstations. The adequacy of plant, equipment and materials did however vary according to the demands of the trade and sponsorship available.

Overall arrangements

The French organisers had combined the competition with a large vocational fair, with dozens of stands providing careers advice, attracting thousands of schoolchildren. While highly commendable and imaginative, it did put additional pressure on the competitors from spectators chatting, photographing and filming.

Marking and judging

The technical experts are not allowed to mark their compatriot competitor and an IVTO system to detect bias is in operation. The increasing number of experts, up to 20 in some trades, has led to the introduction of dividing them into marking teams.

Performance of UK competitors

Simon Hulstone, not only won the gold medal in Cookery – a particularly magnificent achievement in Lyon, the home of French cooking – but also attained the highest score in the entire competition, 567 points. He also received 'Best of Nation' award for the UK. With six medals and seven diplomas of excellence, more than half the team reached the recognised international standard.

Of the rest, one withdrew on medical advice and others could not really cope with the stress. A number just did not come up to standard, either performing less well than expected or experiencing problems through delays or serious errors made early on in the competition. It was disappointing that a few neglected the importance of planning their work despite their training in work process management.

Some understandably could not stand the physical and mental pressure but, however much additional competition experience might have been arranged, it is unlikely that anything more could have prepared them to face the noise and hubbub of the vast number of visitors over the four days.

After the event every single member of the team confirmed that they thought taking part in the competition had been most worthwhile and was an experience they would not have missed.

UK experts

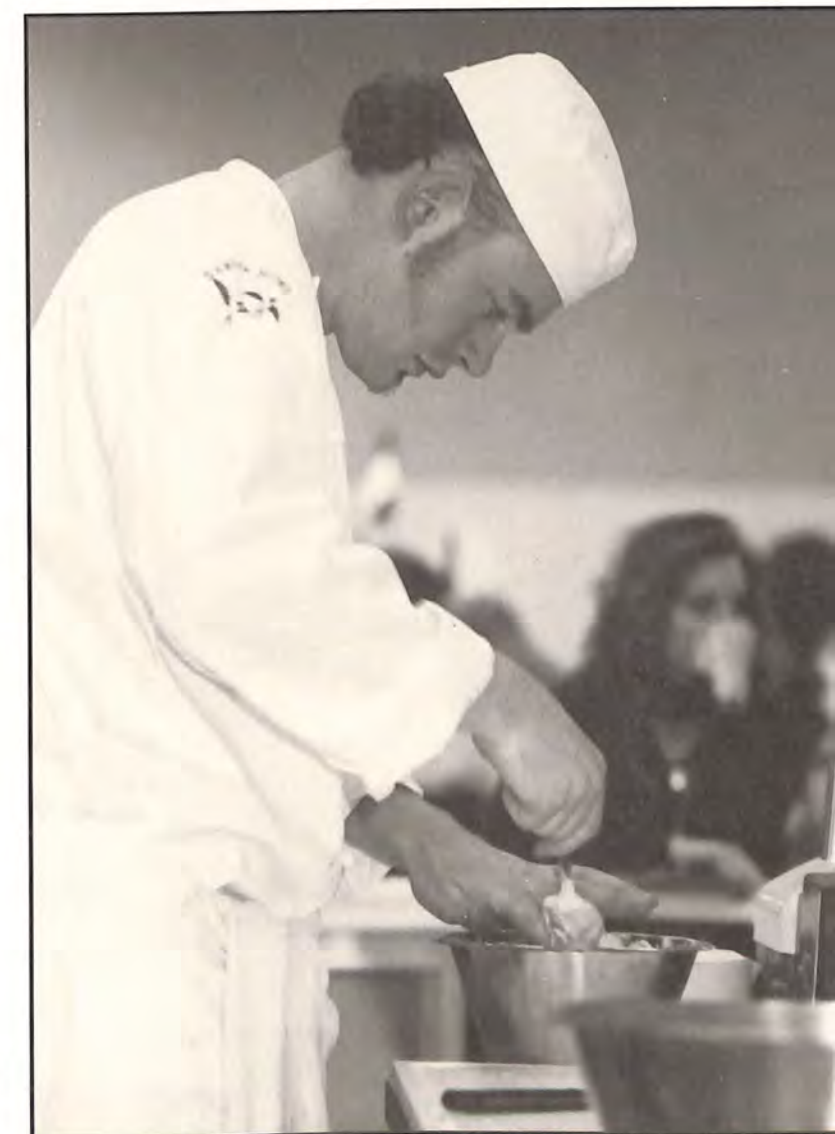
The UK experts were a credit to the country, both in the knowledge, technical ability and in their demeanour. For nine of the experts this was their first Skill Olympics and they in particular benefited from the additional training and development provided by UK SKILLS.

Visitors

Considerable efforts were made to encourage visitors from the UK. Those intending to visit were asked to advise UK SKILLS in advance so that they could receive additional information on the event. Kirker Travel Ltd, a specialist tour operator to European cities, was appointed the accredited travel agent for visitors and provided an excellent service.

Over 150 visitors from the UK are known to have visited the competition. Education and Employment Minister James Paice MP was present on 12-13 October. Lord Trefgarne, Chairman of the Engineering Training Authority, also spent two days in Lyon. Other visitors included six members of UK SKILLS' Board, members of the Competitions Policy Committee and the Skill Olympics National Committee, employers, training providers, college principals and lecturers, parents and skills competition organisers.

The very considerable efforts of the French organisers to publicise the competition resulted in the figure of more than 200,000 visitors overall.

**Work process management**

Following the 1993 Skill Olympics in Taiwan, UK SKILLS commissioned a benchmarking study to investigate the differences in performance between our competitors and those of other leading industrial nations. One of the main findings was the critical part played in performance by *work process management* – what a worker should do by way of planning, preparation and review in order to accomplish a given task. The UK had appeared to concentrate on technical and manual skills to the neglect of planning and work process skills.

UK SKILLS' Board decided that an element of *work process management* should be integrated into the training of

the whole team for Lyon. Dennis Knowles, member of the Skill Olympics National Committee took on responsibility for this, thanks to the support of Centrex where he is Technical Training Manager.

Following the competition, 75% of competitors said that this training had definitely helped them and certainly the three gold medallists appeared to have successfully put their training into practice. Conversely, those scoring the lowest marks included competitors who, for various reasons, failed to apply it properly.

The system will be strengthened and improved for the training of competitors for St Gallen in 1997 now that the value of *work process management* has gained general acceptance.



Kevin Williams, Managing Director of Parcelforce, and Cllr David Roy, Lord Mayor of Birmingham, wish good luck to Stuart Winter, who competed in Heavy Vehicle Maintenance



Education and Employment Minister James Paice with Sir John Cassels and Patricia Snell at Eurexpo



Lessons for the future

Most of the experts' comments emphasised the need to select competitors from a bigger pool (which is of course already UK SKILLS' policy), to select earlier so as to lengthen training time but reduce the impact on employment. Training was a matter not only of increasing quality and accuracy but also speed of working.

Selecting a short-list of two or three candidates in national finals who then play off for the UK place after training and further appraisal is an option worth considering but there are obvious cost implications for competition organisers.

There is general concern at competitors' ability to cope with pressures of competing, emphasising the importance of stress and time management being seen as a top priority in competitor training.

Matters of technical detail or marking are best dealt with through amendments to the international trade descriptions but general rulings should be sought on a number of issues.

In view of the very demanding role of chief expert, the UK proposes to put forward the suggestion that chief experts nominated in advance should not have to submit projects nor participate in marking so as to concentrate on the efficient management of jury panels.

UK SKILLS is also considering to propose that trade descriptions should focus more on testing analytical skills, working on creative solutions and fault-finding, skills increasingly demanded by industry, and be less concerned with production.

Global Multimedia Challenge and the Internet

During the competition the Australians ran, quite independently, a Global Multimedia Challenge involving six teams (Australia, Finland, Malaysia, Sweden, UK and USA) each with two members in the home country and two in Lyon. The competition involved providing real-time multimedia broadcasts of the Skill Olympics on the Internet and teams were judged on the accuracy and attractiveness of their coverage. International judges awarded the prize to Finland. The UK entered a team from Edge Hill College, Lancashire.

The Fred Hill Award

The Fred Hill Award was donated by Mr Fred Hill MBE, the first UK delegate to the Skill Olympics in the early 1950s. It is 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.

In 1995 the winner of the award was Jason Nightingale, the Agricultural Mechanics competitor. Jason was forced to withdraw from the competition on the third day as a result of an injury. He dealt bravely and maturely with his disappointment, remaining a cheerful and supportive team member through the remainder of the week.



'The public nature of the Brolac Young Decorator of the Year competition raises the visibility and importance of skills development among public and trade audiences.'

Akzo Nobel reaps considerable and perceptible benefits from its support for skills training. Strong and growing links have been established with colleges and tutors, associations have developed with a number of trade and professional bodies, corporate and brand image have been enhanced among these groups and worthwhile media coverage won.'

David Hills
Managing Director
Akzo Nobel Decorative Coatings



UK Technical Delegate
Jim Hammer

Technical Delegate's viewpoint

The Skill Olympics report records a well-organised international competition, a committed and on the whole very professional UK team of competitors and experts and the excellent and much appreciated support given by all the officials. It also identifies a number of lessons for the future which will need to be addressed before the next international competition in 1997 at St Gallen, Switzerland.

A comparison of the results gained since 1991, when UK SKILLS first entered a team for the Skill Olympics, shows that despite the sometimes outstanding achievements of the competitors there is still a lot of room for improvement before the UK moves significantly up the international league table. This was, however, the first time that the UK team's average score has exceeded the international diploma standard of 500 points. While this must be a matter for congratulations to all concerned, we need to remember that the performance of our team was decidedly uneven with too many competitors failing to reach the international standard.

It is clear from these results and from the report itself that attention needs to be concentrated on selection for the team and on the preparatory training given to selected competitors. Both these concerns will be rigorously addressed during the next two years. The publication of the code of practice in 1994 has clearly had some effect. The introduction of the UK SKILLS' national seal of approval and the decision not to select competitors for the Skill Olympics unless they come through an approved national competition should help to ensure that competitors are chosen from a wide pool after proving their abilities under rigorous competitive conditions.

However good the selection process, there will still be the need for additional preparatory training. Increased employer and industry sector commitment to skills competitions – a requirement under the code of practice – should go some way towards establishing the required climate but the main burden of developing and monitoring special training programmes will continue to fall on the UK SKILLS appointed technical experts supported by their sector representatives on the Skill Olympics National Committee. New arrangements are being introduced to increase the pool from which technical experts are selected and to provide additional training in what the job entails.

Two factors affecting competitor performance seem to be fairly constant; the first of these is stress. It is clear from the reports by individual competitors that the training they had received in stress management combined with *work process management* (WPM) had been of considerable help in combating nerves and time pressure during the competition. We shall be continuing to support and encourage the introduction of WPM for all trades. The second constant factor can be summarised as surprise at the very high levels achieved by competitors from other countries and here again our experts will in future make every effort in trying to get this message across more forcefully.

We must learn from these key lessons and from others highlighted in the report. Only then can we capitalise on the improved performance in Lyon when competing in the 1997 competition in St Gallen.

Jim Hammer CB
UK Technical Delegate

Countries taking part in 1995 Skill Olympics

- Australia
- Austria
- Brazil
- Canada
- Finland
- France
- Germany
- Gibraltar
- Ireland
- Isle of Man
- Japan
- Korea
- Liechtenstein
- Luxembourg
- Macau
- Malaysia
- Netherlands
- New Zealand
- Norway
- Portugal
- Singapore
- South Africa
- Sweden
- Switzerland
- Taiwan
- Thailand
- United Kingdom
- United States

Official trades (1995)

- Fitting
- Press Toolmaking
- Instrument Making
- Mechatronics
- Engineering Drafting (CAD)
- Turning/CNC
- Milling/CNC
- Constructional Steelwork
- Information Technology
- Welding
- Patternmaking
- Wall & Floor Tiling
- Autobody Repair
- Sheet Metalwork
- Plumbing
- Industrial Electronics
- Electronic Applications
- House Wiring
- Industrial Wiring
- Bricklaying
- Stonemasonry
- Painting and Decorating
- Carpentry
- Jewellery
- Floristry
- Ladies' Hairdressing
- Mens' Hairdressing
- Ladies' Dressmaking
- Automobile Technology
- Cookery
- Waiting
- Car Painting
- Agricultural Mechanics
- Refrigeration Techniques

Trade demonstrations

- Heavy Vehicle Maintenance
- Graphic Design
- Roofing

UK officials

UK Official Delegate
Sir John Cassels CB

UK Technical Delegate
Jim Hammer CB

UK Official Observers
Nye Rowlands
Patricia Snell

UK competitors and experts at 33rd International Youth Skill Olympics, Lyon 1995

Skill	Competitor	Employer	Technical expert	TEC/College	National competition
Fitting	Karl Gardner	British Aerospace Defence Ltd, Preston	Jim Gornall British Aerospace Defence Ltd	LAWTEC BAe in-house training	Best of British Engineering Skills
Mechatronics (team of 2)	Daniel Hillier, Darren Gibbons	Royal Ordnance, Nottingham	Paul Turnbull Oaklands College	Greater Nottingham TEC Broxtowe College	National Mechatronics Challenge
Milling/CNC	Jonathan Lee	Bridgeport Machines Ltd, Leicester	Jason Bridge Royal Ordnance	Leicestershire TEC De Montfort University	Best of British Engineering Skills
Information Technology	Nathan Went	Thameside Community Healthcare NHS Trust, Essex	Mary Barker Darlington College of Technology	Essex TEC Basildon ITeC	Young IT Technician of the Year
Patternmaking	Paul Clarke	The Pattern Equipment Co Ltd, Leicester	Mark Goodwin Patterns Plus	Leicestershire TEC Coventry Technical College	National Patternmaking Competition
Wall & Floor Tiling	Steven Hunt	B Darnton & Co, Leeds	Brian Musson Leeds College of Building	Leeds TEC Leeds College of Building	SkillBUILD
Plumbing	Domenic Tomeo	Bardenscale Ltd, Peterborough	Laurie Croft JIB for Plumbing Mech Eng Services	Greater Peterborough TEC, Peterborough Regional College	JIB National Plumbing
Industrial Electronics	Matthew Swift	British Aerospace Defence Ltd, Bolton	Gareth Humphreys British Aerospace Defence	METROTEC Bolton & Wigan Colleges	Top Technician in Industrial Electronics
Commercial Wiring	David O'Hare	Stothers (M&E) Ltd, Belfast	Ronnie Geary Construction Industry Training Board, NI	Downpatrick FE College	SkillELECTRIC
Bricklaying	Craig Stantiall	Self-employed, Hampshire	Barrie Roe Peterborough Regional College	Hants TEC Unicorn Training Centre	SkillBUILD
Stonemasonry	Ian Knapper	Self-employed, Stoke-on-Trent	Peter Ellis Mather & Ellis Ltd	Staffs TEC Bath College	SkillBUILD
Painting & Decorating	Norman Boyd	Charles Boyd & Sons Carrickfergus, Co. Antrim	Mike Thomas Hastings College of Arts & Technology	East Antrim Institute of F & HE	SkillBUILD
Plastering	Alan Graystock	Ossett Mouldings, Dewsbury	Simon Watkins Leeds College of Building	Wakefield TEC Leeds College of Building	SkillBUILD

Skill	Competitor	Employer	Technical expert	TEC/College	National competition
Cabinet Making	Paul Davey	Self-employed, Cheltenham	Peter Legg Buckingham College of Higher Education	HAWTEC Brunel College of Arts & Technology	SkillBUILD
Joinery	Damian Smith	Jack Lunn Joinery, Leeds	Bill Jefferies Formerly Brunel College of Arts & Technology	Leeds TEC Leeds College of Building	SkillBUILD
Carpentry	Aidan Smith	Glasgoven Contracts Ltd, Annalong, Co. Down	David Howson Bradford & Ilkley Community College	Newry College of FE	SkillBUILD
Jewellery	Shân Lewis	English Art Works Ltd, London	Mike Hambling Hambling & Trebble	CENTEC London Guildhall University	UK Fine Jewellery
Ladies' Hairdressing	Claire Pawsey	Robert John Hair Group, Portishead, Avon	Christine Vokins Brunel College of Arts & Technology	WESTEC Brunel College	SkillHAIR UK
Men's Hairdressing	Robert Taylor	Robert John Hair Group, Portishead, Avon	William MacKenzie William MacKenzie Hairdressing	as above	SkillHAIR UK
Automobile Technology	Gary Dickson	County Garage Co Ltd, Carlisle	Alan Jones Centrex	Cumbria TEC Centrex	National Automotive Technician
Cookery	Simon Hulstone	Swallow Royal Hotel, Bristol	Peter Griffiths Manor Hotel, Meriden	WESTEC Westminster & Ware Colleges	Hospitality Skills
Waiting	Scott Craddock	The Dorchester Hotel, London	John Cousins Thames Valley University	CENTEC Southfields College of FE	Hospitality Skills
Agricultural Mechanics	Jason Nightingale	Heming Services, Evesham	John Pedley Evesham College	HAWTEC Evesham College	Young Agricultural Mechanic of the Year
Refrigeration Techniques	Colin Beattie	BL Refrigeration, Belfast	Ian Lochray North Glasgow College	Lisburn Training Centre/Castlereagh College	Refrigeration Techniques
Heavy Vehicles Maintenance	Stuart Winter	Parcellforce, Birmingham	Tony Ray Centrex	Birmingham TEC B'ham Auto Training	National Automotive Technician

Team leaders

Archie Sharkie MBE, Industrial Liaison Officer, North Glasgow College

Martin Jones, Lecturer, Derby Tertiary College

Withdrawn through injury immediately before competition

Turning/CNC	Jonathan Groves	Normalair Garrett, Yeovil	Mike Portway University of Hertfordshire	Somerset TEC Yeovil College	Best of British Engineering Skills
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Lyon95results

	Korea
Total: 18	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Taiwan
Total: 17	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Austria
Total: 10	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	France
Total: 10	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Germany
Total: 8	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Japan
Total: 8	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Switzerland
Total: 8	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	United Kingdom
Total: 6	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Netherlands
Total: 5	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Ireland
Total: 4	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Brazil
Total: 4	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Australia
Total: 4	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Norway
Total: 3	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Liechtenstein
Total: 2	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Finland
Total: 2	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Singapore
Total: 2	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	USA
Total: 2	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Thailand
Total: 2	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Canada
Total: 1	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	New Zealand
Total: 1	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

	Luxembourg
Total: 1	
Gold	●●●●●●●●●●●●●●●●
Silver	◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆◆
Bronze	▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲

1995 International Youth Skill Olympics, Lyon

Average score (rank order), medals and diplomas per country

Country	Average score	Rank order	Gold	Silver	Bronze	Diploma	No of entries
Austria	527	1	3	2	5	6	17
Korea	524	2	10	5	3	12	32
Brazil	521	3	2	0	2	5	11
Taiwan	520	4	6	6	5	12	34
Switzerland	519	5	4	3	1	11	22
Germany	515	6	5	2	1	11	27
Liechtenstein	513	7	2	0	0	3	6
Norway	506	8	1	0	2	4	10
Japan	505	9	4	3	1	11	28
Australia	503	10	1	1	2	16	35
France	502	11	2	3	5	12	39
United Kingdom	501	12	3	1	2	7	24
Ireland	499	13	2	2	0	5	18
Singapore	498	14	1	0	1	2	8
USA	497	15	0	2	0	5	14
Netherlands	495	16	1	1	3	8	24
Finland	492	17	1	1	0	5	19
Thailand	483	18	0	1	1	1	10
S Africa	481	19	0	0	0	4	14
New Zealand	479	20	0	1	0	2	22
Canada	478	21	0	1	0	2	16
Sweden	476	22=	0	0	0	0	11
Portugal	476	22=	0	0	0	1	9
Malaysia	475	24	0	0	0	2	18
Luxembourg	472	25	0	0	1	0	8
Isle of Man	446	26	0	0	0	0	4
Macau	445	27	0	0	0	0	5
Gibraltar	430	28	0	0	0	0	2

Summary of UK awards

Gold medals
Cookery, Information Technology, Plastering

Silver medals
Cabinet Making

Bronze medals
Plumbing, Stonemasonry

Diplomas of excellence
Bricklaying, Fitting, Heavy Vehicle Maintenance, Industrial Electronics, Ladies' Hairdressing, Mens' Hairdressing, Painting and Decorating

1995 International Youth Skill Olympics Lyon Results - Medals and diplomas by trade

No	Trade	Gold	Silver	Bronze	Diploma	UK Position	Total entries
1	Fitting	J	K	A	AUS, BR, TWN, UK	6=	13
2*	Press Tool Making	K	A, J, TWN		BR, D, IRL, TWN		11
3*	Instrument Making	FL, J		BR, K, TWN	D		9
4	Mechatronics	K, TWN		SG	AUS, FIN, N, NL	9=	14
5*	Engineering Drafting/CAD	K	J, TWN		BR, CH, D, F, FL, IRL		16
6*	Turning/CNC	A, BR		TWN	CH, J, K, USA		19
7	Milling/CNC	K	TWN	A	CH, F, FL, J, NL, SG	17	18
8*	Constructional Steelwork	IRL, TWN		K	AUS, J, NL		10
9	Information Technology	UK	K	AUS, TWN	NZ	1	9
10*	Welding	IRL	USA	TWN	BR, J, K, P, SA		18
11	Patternmaking	J	TWN	CH	AUS, F, K, SA	11=	12
12	Wall & Floor Tiling	CH, FIN		D	AUS, F, J, TWN	11	11
13*	Autobody Repair	CH, J		TWN	AUS, F, K, NL		11
14*	Sheet Metal Work	K	J, TWN		AUS, D		10
15	Plumbing	CH	A	UK	AUS, D, F, K, TWN	3	13
16	Industrial Electronics	SG	D	BR	AUS, CH, J, K, TWN, UK, USA	9=	17
17*	Electronics Applications	TWN	K, USA		AUS, CDN, F		8
18	Commercial wiring	FL, K		N	AUS, BR, CH, IRL, J, MY, TWN	15	20
19*	Industrial Wiring	BR	D, NZ		A, AUS, CH, K, TWN		15
20	Bricklaying	F	FIN, IRL		A, AUS, CH, D, FL, K, NL, TWN, UK	8=	17
21	Stonemasonry	K	F	UK	CH	3	10
22	Painting & Decorating	A, D		F	AUS, NL, TWN, UK	7	12
23	Plastering	D, UK		F	J, K	1	9
24	Cabinet Making	TWN	UK	A, AUS	CH, D, F, K, USA	2	18
25	Joinery	TWN	K	F	A, CH, D, IRL	8	14
26	Carpentry	K	F	J	CH, FIN, TWN	11	14
27	Jewellery	K	TH	NL	F, J	6	9
28*	Floristry (D)	N,D		F			7
29	Ladies' Hairdressing	NL	TWN	L	A, AUS, D, F, K, N, UK	4=	17
30	Mens' Hairdressing	D	F	K, NL, TH	A, TWN, UK	6	13
31*	Ladies' Dressmaking	K, TWN		A	F, FIN, J, TH		11
33	Automobile Technology	D	F	K	AUS, CDN, FIN, J, SA, TWN, USA	13	19
34	Cookery	UK	CH	A	D, IRL, MY, N, NL, SG	1	20
35	Waiting	A	IRL	N	D, FIN, K, NL, TWN	10=	18
37	Agricultural Mechanics	CH	NL	F	A	injured	7
38	Refrigeration Techniques (D)	F	CDN, CH		AUS, SA, USA,	7	8
42*	Car Painting (D)	AUS	CH	NL			5
45	Heavy Vehicle Maintenance (D)				CDN, F, UK	4	6

A	Austria	D	German	IRL	Ireland	M	Macau	P	Portugal	TWN	Taiwan
AUS	Australia	F	France	IOM	Isle of Man	MY	Malaysia	S	Sweden	UK	United Kingdom
BR	Brazil	FIN	Finland	J	Japan	N	Norway	SA	South Africa	USA	United States
CDN	Canada	FL	Liechtenstein	K	Korea	NL	Netherlands	SG	Singapore		
CH	Switzerland	GIB	Gibraltar	L	Luxembourg	NZ	New Zealand	TH	Thailand		

* = No UK entry D = Demonstration trade

1995 International Youth Skill Olympics Lyon - Position of UK competitors in each skill

No.	Skill	Competitor	Result				Gold Medal	
			Mark	Position	No. of Entries	Award	Mark	Country
1	Fitting	K Gardner	504	6=	13	Diploma	549	Japan
4	Mechatronics (2)	D Hillier D Gibbons	480	9=	14	-	537 537	Korea Taiwan
7	Milling/CNC	J Lee	465	17	18	-	559	Korea
9	Information Technology	N Went	548	1	9	Gold	548	UK
11	Patternmaking	P Clarke	448	11=	12	-	554	Japan
12	Wall & Floor Tiling	S Hunt	445	11	11	-	527 525	Switzerland Finland
15	Plumbing	D Tomeo	526	3	13	Bronze	539	Switzerland
16	Industrial Electronics	M Swift	505	9=	17	Diploma	547	Singapore
18	Commercial Wiring	D O'Hare	478	15	20	-	539 539	Liechtenstein Korea
20	Bricklaying	C Stantiall	511	8=	17	Diploma	533	France
21	Stonemasonry	I Knapper	520	3	10	Bronze	552	Korea
22	Painting and Decorating	N Boyd	504	7	12	Diploma	537 539	Austria Germany
23	Plastering	A Graystock	534	1	9	Gold	534	UK
24	Cabinet Making	P Davey	537	2	18	Silver	540	Taiwan
25	Joinery	D Smith	499	8	14	-	543	Taiwan
26	Carpentry	A Smith	453	11	14	-	545	Korea
27	Jewellery	S Lewis	482	6	9	-	560	Korea
29	Ladies' Hairdressing	C Pawsey	520	4=	17	Diploma	555	Netherlands
30	Men's Hairdressing	R Taylor	512	6	13	Diploma	535	Germany
33	Automobile Technology	G Dickson	487	13	19	-	553	Germany
34	Cookery	S Hulstone	567	1	20	Gold	567	UK
35	Waiting	S Craddock	491	10=	18	-	566	Austria
37	Agricultural Mechanics	J Nightingale		(injured)				
38	Refrigeration Techniques (D)	C Beattie	498	7	8	-	530	France
45	Heavy Vehicle Maintenance (D)	S Winter	504	4	6	Diploma	†	

† = only Diplomas awarded D = Demonstration trade

Individual/regional publicity

Parcelforce photocall in Birmingham
Parcelforce, employer of Stuart Winter, the competitor in Heavy Vehicle Maintenance, generously agreed to transport the toolkits to and from Lyon for the whole UK team. In collaboration with UK SKILLS, Parcelforce organised a photocall in Centenary Square, Birmingham, attended by the Lord Mayor of Birmingham, Cllr David Roy, and the Managing Director of Parcelforce, Kevin Williams.

Photocall on SS Great Britain
On 2 October a photocall for the three Bristol competitors, Simon Hulstone (Cookery), Claire Pawsey and Robert Taylor (Ladies' and Mens' Hairdressing) was held on SS Great Britain, facilitated by Ray Prosser, member of the Skill Olympics National Committee.

Leeds building trades competitors
In collaboration with Leeds College of Building, Leeds TEC publicised the competitors in plastering, joinery and wall and floor tiling, who had attended the college.

Competition sponsors
Brolac's PR consultants, Charles Barker, gave progress reports on the painting and decorating competitor in their newsletter *Brush Notes*.

Magazine sponsorship
UK SKILLS entered into an agreement with *Commerce Business Magazine*, which, as exclusive magazine sponsor, undertook to try to increase the profile of the UK team through a series of features in its five regional magazines from August to October. This agreement did not preclude other trade journals from reporting on the event.



UK SKILLS gratefully acknowledges the support of Commerce Business Magazine for the 1995 UK team for the International Youth Skill Olympics.

Press coverage

Press cuttings collected since the National Training Awards ceremony in December 1994 up to February 1996 give the following breakdown (1993 figures in italics):

national newspapers –
4 items in 2 publications (5 in 4)

regional newspapers –
143 items in 90 publications (140 in 78)

education/training/personnel journals –
47 items in 21 publications (18 in 13)

trade/technical/house journals –
113 items in 55 publications (81 in 49)

Total 1995 (Dec 95-Feb 96) –
307 items in 168 publications

(1993: 244 in 144, 1991: 125 in 95)

TV and radio

BBC TV's Continuing Education and Training series The 11th Hour filmed four competitors (Information Technology, Jewellery, Cookery and Ladies' Hairdressing) at their places of work immediately before the international competition. A production team, including TV presenter Toby Anstis, spent over two days filming in Lyon. A two-part feature on the Skill Olympics was transmitted on BBC1 on 29 October. The three gold medallists, hairdresser Claire Pawsey and UK SKILLS' Chief Executive Patricia Snell were invited as studio guests and were interviewed live on the programme.

Channel One (cable television) attended the team send-off at The Dorchester. Two London radio stations interviewed some of the team before the reception. A number of other local radio stations interviewed competitors at various other stages. French Channel Five TV interviewed waiter Scott Craddock and team leader Martin Jones during the competition.

Team patron

The appointment of a team patron proved to be a great success. Not only was it appropriate to have a medallist from the better known Olympics as a patron but also Fatima Whitbread's own background and determination to succeed was a superb example for the team to follow. Her role was warmly welcomed.

Conclusions

As the analysis of the press cuttings shows, there has been significant improvement in coverage since UK SKILLS' first involvement in 1991 with the Amsterdam Skill Olympics. The most noticeable growth has been in the trade and education/training/personnel press, showing that skills competitions are now seen as a most definite part of the training agenda. The bringing home of gold medals certainly gave an extra lift.

There is no doubt that there is an increased awareness of the Skill Olympics by the specialist and regional press. National media remain less receptive: the only newspapers to report on the results were the *Financial Times* and the *Daily Mail*. It was heartening to see BBC Continuing Education and Training once more giving the UK entry to the Skill Olympics due prominence within its output on the world of work and training.

The support given by the Employment Department and subsequently by the Department for Education and Employment was of great assistance. The Construction Industry Training Board too gave valuable help with media relations at Bircham Newton.



TV presenter Toby Anstis with Claire Pawsey and gold medallists Nathan Went, Alan Graystock and Simon Hulstone at BBC Television Centre

Our aim must be to continue to build on the foundations laid during our first five years of operation, particularly the further development of a national framework of skills competitions in relation to modern apprentices and the attainment of S/NVQ and establishing a cost-effective system for monitoring the standards set by our code of practice.

Over the next five years UK SKILLS' key tasks, subject to securing sufficient funding, will be to:

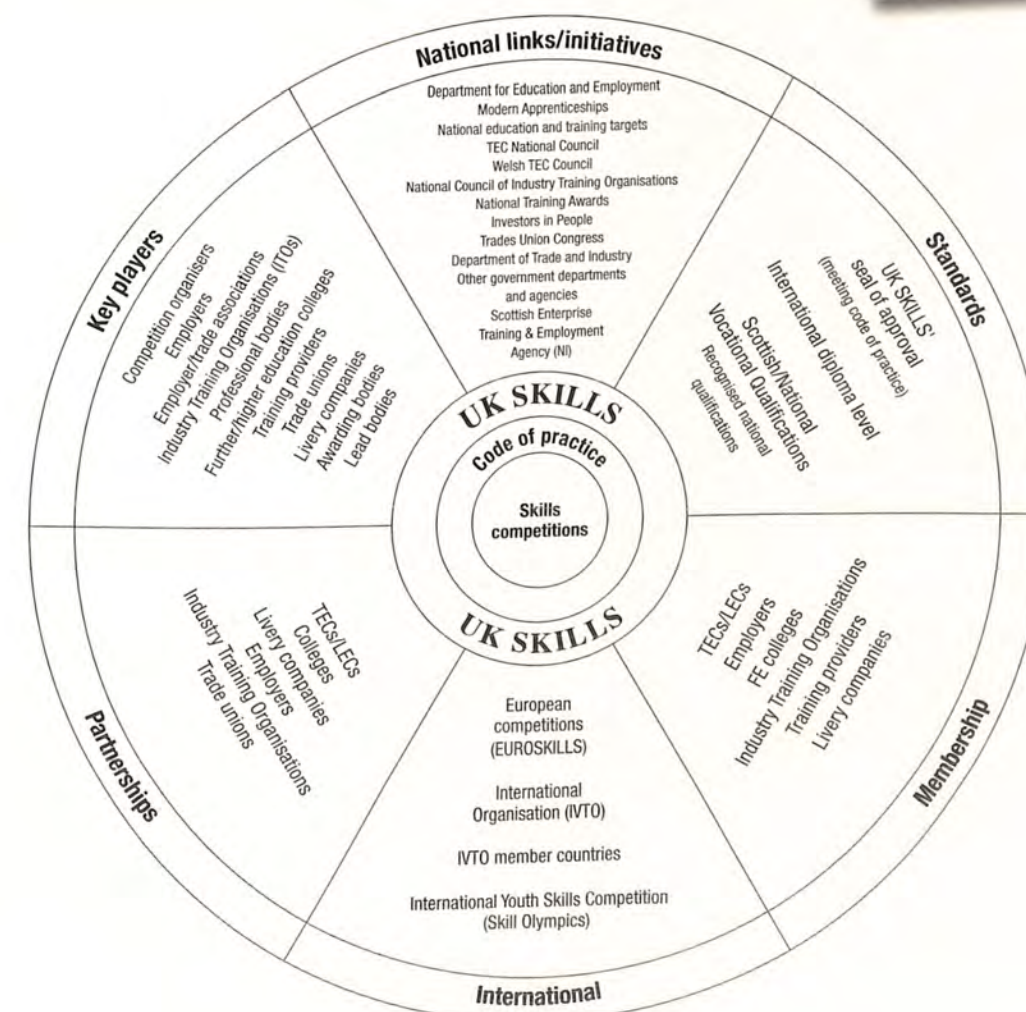
- increase industry's involvement in the work of UK SKILLS through the promotion of common benefits and by providing feedback on relative performance of UK entrants from different industry sectors in international competitions

- develop links between skills competitions and modern apprenticeships and negotiate S/NVQ recognition for competences assessed through competitions
- establish standards to be achieved by skills competitions
- review and update the code of practice to distinguish the standards of good practice relevant to skills competitions at various levels
- ensure that relevant sections of the code of practice are applied in all competitions
- develop and implement procedures for verifying that skills competitions meet the national standards
- encourage further take-up of UK SKILLS' national seal of approval

- continue to promote the value of skills competitions for raising standards of vocational skills throughout industry
- collaborate on the establishment of a co-ordinating body for European competitions
- select and enter high-quality teams to the International Youth Skills Competitions (Skill Olympics) in St Gallen (1997), Montreal (1999) and Seoul (2001).



The environment of UK SKILLS



Membership

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

Benefactor members
£5000 per year
for a minimum of two years

Subscriber Associates
£1000 per year
for a minimum of two years.

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

Members

- The Clothworkers' Foundation
- Sheffield TEC
- Leeds TEC
- Engineering Construction Industry Training Board
- Calderdale and Kirklees TEC

Associates

- British Steel plc
- GEC plc
- The Post Office
- Whitbread plc
- JT Ltd
- City and Inner London North TEC
- London East TEC
- Hampshire TEC
- Essex TEC
- Lothian and Edinburgh Enterprise Ltd
- Manchester TEC
- North Glasgow College
- Cumbria TEC
- Manchester College of Arts and Technology
- Construction Industry Training Board (Northern Ireland)
- Leeds College of Building
- Bradford & Ilkley Community College
- Tyneside TEC
- Peterborough Regional College
- North Lincolnshire College
- Plymouth College of Further Education

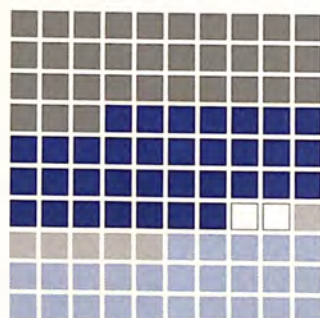
Thanks to this very welcome backing, UK SKILLS is able to continue its work in developing a national framework of skills competitions and in promoting skills competitions to industry as a valuable means of raising overall standards.

Finance

The four main areas of activity covered by the accounts for 1995-96 were:

1. Preparation and co-ordination of the entry of the UK team for the Skill Olympics
2. Development of a national framework of skills competitions
3. Feedback on performance
4. Representation on the International Vocational Training Organisation (IVTO).

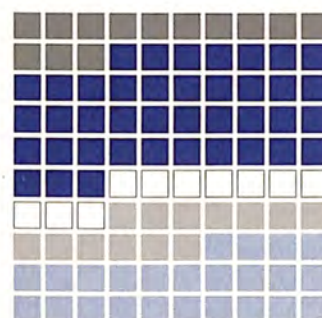
An analysis of expenditure on each of these areas of activity and corporate management is shown below.



- 33% UK team
- 34% Framework
- 2% Feedback on performances
- 6% IVTO
- 25% Corporate management

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

An analysis of expenditure on the main account headings is shown below:



- 13% Office costs
- 40% Salaries
- 10% Publicity/PR
- 13% Projects
- 24% IVTO/UK team

Competition Policy Committee 1995-96

Dr Nick Carey (Chairman) Director-General, City & Guilds, Board member
Mr Jim Hammer CB Board Member, Chairman, Skill Olympics National Committee
Mr Alan Goldsbro Executive Committee member, National Council of Industry Training Organisations
Mr Michael Harris Clerk to The Clothworkers' Company
Mrs Lesley Jelly Department for Education and Employment

Representatives from industry training organisations

Mr David Hurst Chief Executive, Electrical Installation Engineering Industry Training Organisation
Mr Ray Lee Director, Motor Industry Training Standards Council
Mrs Sue Peacock Head of External Affairs and Policy, Engineering Training Authority
Mr Mike Fellowes Marketing Director, Hotel and Catering Training Company (replaced by **Mr Paul Hickey**, Sales & Marketing Director, November 1995)
Mr David Hall Regional Manager, Construction Industry Training Board
Mr Peter Huntington Chief Executive, Meat Training Council
Mr Bob Woodhouse Hairdressing Training Board

Representative skills competition organisers

Mr David Battersby Managing Director, Hospitality and Leisure Manpower Ltd (Cookery and waiting)
Mr Alan Gingell Secretary, Institute of Electronics and Electrical Incorporated Engineers (Industrial electronics)
Dr Brian Kington Consultant, IBM United Kingdom Ltd (Information technology)
Mr Paul Lippett Director, Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (Plumbing)
Mr Frank Popplewell Managing Director, Yamazen Ltd (Engineering/Manufacturing)

Skill Olympics National Committee (1995)

Chairman: **Mr Jim Hammer CB**,
UK Technical Delegate

Sector 1 – Production Engineering
(Fitting, Turning/CNC, Milling/CNC, Mechatronics)
Sector representative:
Mr Mike Portway
 Senior Lecturer,
 University of Hertfordshire

Sector 2 – Vehicle Engineering
(Automobile Technology, Heavy Vehicle Maintenance, Agricultural Mechanics)
Sector representative:
Mr Mike Allmond TD
 Director,
 Retail Motor Industry Training

Sector 3 – Engineering Services
(Plumbing, Patternmaking, Refrigeration Techniques)
Sector representative:
Mr Nigel Bowden
 Manager,
 Training Operations,
 Engineering Construction
 Industry Training Board

Sector 4 – Construction (Bricklaying, Stonemasonry, Painting and Decorating, Plastering, Cabinet Making, Joinery, Carpentry, Wall & Floor Tiling)
Sector representative:
Mr Geoffrey Parkinson
 Head of Department,
 Construction Industry Training Board
 (Northern Ireland)

Sector 5 – Consumer Services (Jewellery, Ladies' Hairdressing, Men's Hairdressing, Cookery, Waiting)
Sector representative:
Mr Ian Credland
 formerly Principal,
 Henley College, Coventry

Competitions awarded UK SKILLS' national seal of approval

Automotive
SkillAUTO's National Automotive Technician Competitions

Construction
SkillBUILD

Electrical
SkillELECTRIC

Electronics
SkillIT – Top Technician in Industrial Electronics

Hairdressing
SkillHAIR UK

Hospitality
Hospitality Skills

Information technology
SkillIT – Young IT Technician of the Year

Meat trades
The Nation's Championship

Patternmaking
National Patternmaking Competition

Plumbing
JIB National Plumbing Competition

Sector 6 – Electrical/Electronics
(Commercial Wiring, Industrial Electronics, Information Technology)
Sector representative:
Mr Barry Davis
 Executive Councillor,
 AEEU

Industry representatives:
Mr Dennis Knowles
 Technical Training Manager,
 Centrex

Mr Ray Prosser MBE
 Skills Training Project Manager,
 British Aerospace Defence Ltd

Mr Nicholas Mobbs
 Manager,
 The Imperial Hotel,
 Great Yarmouth

Team Leader:
Mr Archie Sharkie MBE
 Industrial Liaison Officer,
 North Glasgow College

Sir John Cassels CB (Chairman)
Director, National Commission
on Education

Mr Brendan Barber
Deputy General Secretary
Trades Union Congress

Mr David Bartley
Chairman
C J Bartley & Co Ltd

Mr Bill Brignall
Director, Engineering & Environment
British Steel Technical

Dr Nick Carey
Director-General, City & Guilds

Mr Barney Gibbens OBE FCA
(Company Secretary)
Formerly Chairman, Sema Group plc
Founder of the Worshipful Company
of Information Technologists

Mr John Graham
Human Resources Director,
British Aerospace Defence Ltd

Mr Jim Hammer CB
(UK Technical Delegate)
Formerly Deputy Director-General
Health and Safety Executive

Prof Cyril Hilsum CBE FRS
Corporate Research Adviser
GEC plc

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

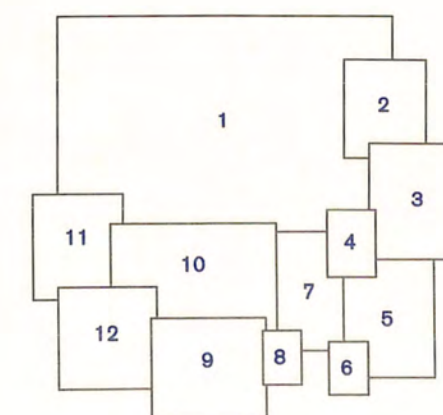
Mr Derek Lindop
Managing Director, Lindop Brothers
(Queensferry) Ltd
President, Retail Motor Industry Federation

Mr Peter Rainbird
Chairman and Chief Executive
The Rainbird Group plc
Chairman, Essex TEC

Mr Ian Walters
Chief Executive
Training & Employment Agency,
Northern Ireland



1. Patricia Snell & Sir John Cassels
2. Peter Rainbird
3. Jim Hammer
4. Brendan Barber
5. Ian Walters
6. John Graham
7. Barney Gibbens
8. Bill Brignall
9. Dr Nick Carey
10. Derek Lindop & Prof Cyril Hilsum
11. Prue Leith
12. David Bartley



Directors and professional advisers

Directors

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

Secretary

B J Gibbens OBE

Registered Office

1 Giltspur Street
London EC1A 9DD

Bankers

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

Auditors

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

Solicitors

Bates, Wells & Braithwaite
61 Charterhouse Street
London EC1M 6HA

Charity Registration Number
1001586

Company Registration Number
2535199

Directors' report

The directors have pleasure in submitting their report and audited accounts for the financial year ended 31 March 1996. The accounts are shown on pages 30 to 34.

Results, activities and future developments

There was a pleasing increase in membership fees during the year, although, as expected, the accounts show a deficit of £40,458 (1995: deficit £30,754). This increase of £10,000 on the 1994-95 deficit can be accounted for by an increase in expenditure on special projects which did not generate sufficient income, together with the additional costs involved in preparing and entering the UK team for the Skill Olympics. Although the budget for the year anticipated that a transfer from reserves would be necessary to meet the likely difference between expenditure and income, the directors are concerned that additional income is required to avoid similar deficits in future years. The action proposed to remedy the situation has the full support of the Board.

Board of directors

The following held office as directors during the year:

Chairman

Sir John Cassels CB

Nominated directors

Dr Nick Carey (City & Guilds)
Neill Schofield (DfEE)
(resigned 1 December 1995)

Elected directors

Brendan Barber
David Bartley
Bill Brignall
Julian Crozier
(resigned 13 November 1995)
Barney Gibbens OBE
Lex Gold
(resigned 13 November 1995)
John Graham
(appointed 13 December 1995)
Jim Hammer CB
Prof Cyril Hilsum CBE
Prue Leith OBE
Derek Lindop
Jim Newell
(resigned 10 April 1995)
Peter Rainbird
Ian Walters
(appointed 13 December 1995)

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

In accordance with the Articles of Association, Brendan Barber, John Graham, Prue Leith and Ian Walters will resign at the annual general meeting and offer themselves for re-election.

Staff

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

Fixed assets

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

Auditors

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

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

B J Gibbens OBE FCA
Secretary, 15 August 1996

Statement of directors' responsibilities in respect of the accounts

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

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

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

Smith & Williamson

Chartered Accountants

We have audited the accounts on pages 30 to 34 which have been prepared under the historical cost convention and the accounting policies set out on page 32.

Respective responsibilities of directors and auditors

As described on page 28 the company's directors are responsible for the preparation of the accounts. It is our responsibility to form an independent opinion, based on our audit, on those accounts and to report our opinion to you.

Basis of opinion

We have conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the accounts, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

In our opinion the accounts give a true and fair view of the state of the company's affairs at 31 March 1996 and of its deficit for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

SMITH & WILLIAMSON

Chartered Accountants
Registered Auditors

15 August 1996

No 1 Riding House Street
London W1A 3AS

Statement of financial activities
for the year ended 31 March 1996

30

	Notes	1996 £	1995 £
Incoming resources			
Grants from Department for Education and Employment		256,931	216,885
Income from membership		41,814	22,833
Income from sponsors		—	6,000
UK team services		75,268	—
Miscellaneous income		7,540	1,312
VAT		—	11,932
Bank interest receivable		20,223	18,087
Total incoming resources		401,776	277,049
Resources expended			
Direct charitable expenditure	4(a)	291,850	162,895
Fundraising and publicity	4(b)	65,654	66,036
Management and administration of the charity	4(c)	84,730	78,872
Total resources expended	4(d)	442,234	307,803
NET movement in funds	2	(40,458)	(30,754)
Balance brought forward at 1 April 1995		383,796	414,550
Balance carried forward at 31 March 1996		343,338	383,796

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

Balance sheet as at 31 March 1996

31

	Notes	1996 £	1995 £
Fixed assets			
Tangible	5	1,786	—
Current assets			
Debtors	6	31,849	71,314
Cash at bank and in hand		374,343	387,863
		406,192	459,177
Creditors: Amounts falling due within one year	7	(64,640)	(75,381)
NET current assets		341,552	383,796
Net assets		343,338	383,796
Funds			
Unrestricted		343,338	383,796

These accounts were approved by the board of directors on 15 August 1996
Signed on behalf of the board

Sir John Cassels CB
Chairman

1. Accounting policies

Accounting convention

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

Grants

Grants received during the year are taken to income in the year, except where the grants are to be allocated to specific expenditure not incurred in the year.

Membership income

Membership income is credited to income over the period to which the subscription relates. The proportion of subscriptions paid in advance are therefore treated as deferred income.

Depreciation

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

Operating leases

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

Taxation

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

2. Net movement in funds

is stated after charging/(crediting)

	1996	1995
	£	£
Auditors' remuneration	2,500	2,500
Hire of other assets – operating leases	23,100	22,909
VAT recovered	–	(11,932)
Depreciation	774	1,090

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 total staff costs borne by the company are as follows:

	1996	1995
	£	£
Wages and salaries	152,370	138,996
Social security costs	13,185	12,465
Other pension costs	6,504	5,384
	<u>172,059</u>	<u>156,845</u>

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

	1996	1995
Office and management	6	6

No remuneration was paid to the directors during the year.

4. Resources expended

	1996	1995
	£	£
(a) Direct charitable expenditure		
Special projects	58,170	31,952
Representation on IVTO	23,026	23,933
National framework of skills competitions	58,594	73,653
UK team selection and preparation	76,792	33,357
UK team entry costs	75,268	–
	<u>291,850</u>	<u>162,895</u>

(b) Fundraising & publicity

Fundraising	26,000	28,700
Publicity	39,654	37,336
	<u>65,654</u>	<u>66,036</u>

(c) Management & administration of the charity

Salaries	56,128	51,548
Office costs	15,991	14,062
Meetings & travel	2,109	3,356
Professional services	10,502	9,906
	<u>84,730</u>	<u>78,872</u>

(d) Total resources expended

	Staff costs	Depreciation	Other costs	1996 Total	1995 Total
	£	£	£	£	£
Direct charitable expenditure	95,931	–	195,919	291,850	162,895
Fundraising & publicity	20,000	–	45,654	65,654	66,036
Management and administration	56,128	774	27,828	84,730	78,872
	<u>172,059</u>	<u>774</u>	<u>269,401</u>	<u>442,234</u>	<u>307,803</u>

5. Fixed assets

Computers and office equipment cost
At 1 April 1995

Additions

At 31 March 1996

Depreciation

At 1 April 1995

Charges for the year

At 31 March 1996

Net Book Value

At 31 March 1996

At 31 March 1995

£

12,068

2,560

14,628

12,068

774

12,842

1,786

–

6. Debtors

	1996	1995
	£	£
Trade debtors	5,740	52,780
Prepayments and accrued income	12,011	14,804
Other debtors	6,053	1,281
VAT	8,045	2,449
	<u>31,849</u>	<u>71,314</u>

7. Creditors: Amounts falling due within one year.

	£	£
Trade creditors	37,405	11,799
Other creditors including taxation and social security	2,072	1,947
Accruals and deferred income	25,163	61,635
	<u>64,640</u>	<u>75,381</u>

8. Capital

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

9. Taxation

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

10. Pensions

The three employees of the company on secondment from The City and Guilds of London Institute are members of its Inland Revenue approved pension scheme which provides benefits based on final pensionable pay. The assets of the scheme are held separately from the group. Contributions to the scheme, which are based on actuarial advice following the latest actuarial valuation as at 1 October 1991, are charged to the Income and Expenditure account on a basis which spreads the expected costs of benefits over the average remaining service lives of employees in the scheme. Pension costs are therefore included in the accounts in accordance with the provisions of SSAP 24.

11. Operating lease commitments

	1996	1995
Lease commitments expiring within one year		
Land and buildings	<u>£23,171</u>	<u>£23,171</u>

Skills competitions 1994-95

More and more companies, colleges, Industry Training Organisations, Training and Enterprise Councils/Local Enterprise Companies, and other organisations within the world of vocational education and training are now becoming involved with skills competitions and all have a valuable part to play.

To this growing network and to the many organisations and individuals who contributed towards sending the UK team of competitors and technical experts to the Skill Olympics in Lyon in October 1995 - UK SKILLS is most grateful.

The total costs for the organisation of the national competitions in 1994-95 and for sending the team to Lyon are estimated to be well over £4.25 million. Our thanks to you all.

Support for national competitions and competitors by industry sector

Production engineering/Manufacturing
'Best of British' Engineering
Skills competition

Organised by 'Best of British' Council (British Aerospace Defence Ltd (Military Aircraft Division), Engineering Employers Federation, EnTra, Gauge & Toolmakers Association, Machine Tool Technologies Association, Metcom) and sponsored by Altus Engineering, Bridgeport Machines Ltd, BSA Tools Ltd, Charmilles Technologies Ltd, Cincinnati Milacron UK Ltd, Diemould Service Co Ltd, Metalworking Production Magazine

Altus Engineering Co (Corsham) Ltd, Apparelmaster UK Ltd, Bridgeport Machines Ltd, British Aerospace Defence Ltd, Cromwell Tools (Bristol) Ltd, Delta Engineering Holdings Ltd, Eley Metrology, Engineering Training Authority, Gauge and Toolmakers Association Ltd, Kenametal, Mitutoyo, Monks & Crane Ltd, Normalair Garrett Ltd, NUM Servomatics, Oaklands College, Rolls-Royce (Bristol), Royal Ordnance, Stahlville UK, TUF Richmond Cutting Tools Ltd, University of Hertfordshire

National Mechatronics Challenge

Organised by Oaklands College, Herts, in association with the University of Hertfordshire

Festo UK Ltd, Hertfordshire Chamber of Commerce, Hertfordshire TEC, Magic Systems, Nottingham Trent University, Oaklands College, Rank Xerox, Royal Ordnance, University of Hertfordshire

Vehicle engineering

National Automotive Technician Competition

Organised by Centrex (RTTB Services Ltd) sponsored by Snap-on Tools, Sun Electric UK Ltd, The Institute of Road Transport Engineers, Autodata, Balco, Bridge Engineering/Garage Equipment Maintenance, Compair Autopower, Gemco, Hornell Speedglas, Klärcher, Klann Tools, Omitec Instrumentation, Welding Star, BRS Logistics, ERF Ltd, Fiat UK Ltd, Ford Motor Company Ltd, Greenhous Leyland Daf Ltd, Hartshorne (Shrewsbury) Ltd, Honda UK Ltd, Hylton Ltd, Iveco Ford Truck Ltd, Leyland Daf Ltd, Renault VI Ltd, Ryder plc, Toyota GB Ltd, Birmingham City Council, Birmingham TEC, Centrex, County Garage Co Ltd, Cumbria TEC, Parcellforce

Young Agricultural Mechanic of the Year

Organised by Evesham College and sponsored by British Agricultural and Garden Machinery Association (BAGMA), Hereford and Worcester TEC and Snap-on Tools

BAGMA Four Counties Regional Office, Bepco (UK) Ltd, Bomford Turner Ltd, Butler Fuels, Claas UK, Egdon Service Station, Federation of Small Businesses, Heming Services, Hereford & Worcester TEC, Lilleshall Steel Services Ltd, Lex Land Rover, Lloyds Bank plc, Murley Agricultural Supplies Ltd, Renault UK, Robbins Bakery, R Sinclair Transport, A C Warren, Wincot Farm

Engineering services

Joint Industry Board Vocational Plumbing Competition
Organised by Joint Industry Board for Plumbing Mechanical Engineering Services Ltd and sponsored by BOC Gases Ltd, British Plumbers Employers Council (Training) Ltd, British Steel plc - Tubes and Pipes, BSD Steel Service Centres, Building Employers Confederation, Bullfinch (Gas Equipment) Ltd, Calor Gas Ltd, Caradon Mira Ltd, Caradon Twyford Ltd, Construction Industry Training Board, Copper Development Association, Hepworth Building Products,

Hilmor Ltd, IBP-Conex Sanbar Ltd, IMI Yorkshire Copper Tube, IMI Yorkshire Fittings Ltd, Institute of Plumbing, Lead Sheet Association, National Association of Plumbing Teachers, Nobleweld, Peterborough Regional College, Rothenberger (UK) Ltd, Silbronze Ltd, Wednesbury Tube

Bardenscale Ltd, JIB for Plumbing Mechanical Engineering Services

National Patternmaking Skills Competition

Organised by The Institute of British Foundrymen and sponsored by IBF West Midlands Branch, Pattern Model and Mould Manufacturers Association, South Staffordshire Training, supported by BCIRA, BOC Ltd, CompAir Reavell, Duport Harper Foundries, Glencast, The Grinding Centre, Glasgow, D Lewis, Thurton Foundries

Patterns Plus, The Pattern Equipment Co Ltd

UK Refrigeration Youth Skill Competition

Organised by British Refrigeration Association, Air Conditioning and Refrigeration Industry Board and North Glasgow College

B L Refrigeration, Castlereagh College, Construction Industry Training Board (Northern Ireland), Training & Employment Agency (Northern Ireland)

Electrical/Electronics

SkillELECTRIC

Organised by Electrical Contractors' Association sponsored by Legrand Electric Ltd

Construction Industry Training Board (Northern Ireland), Stothers (M&E) Ltd, Training & Employment Agency (Northern Ireland)

Top Technician - in Industrial Electronics

Organised by The Institution of Electrical Engineers and The Institution of Electronics and Electrical Incorporated Engineers, sponsored by Avery Berkel, British Aerospace Defence Ltd (Dynamics Division), Bumpstead Engineering, Defence Research Agency, EEV Ltd, Farnell Electronic Components Ltd, The General Electric Company plc, The Gooding Group, The Institution of Electrical Engineers, The Institution of Electronics and Electrical Incorporated Engineers, Kent TEC, Norfolk and Waveney TEC, Oxford Instruments UK Ltd, Racal Group Services Ltd, RS Components Ltd

Avery Berkel Ltd, Bolton College, British Aerospace Defence Ltd, British Aerospace Military Aircraft Ltd, Cooper Tools, EEV Ltd, METROTEC (Wigan) Ltd, Pace Europe, Wigan and Leigh College

Young IT Technician of the Year

Organised by YITTY Board with support and sponsorship from National Association of ITes, National Association for Information Technology in Further Education, National Association of Teleworkers, IBM UK Ltd, Information Technology Industry Training Organisation, Basildon ITec, Worshipful Company of Information Technologists, City and Guilds, Autodesk, Basildon Council, Electronic Office, Essex TEC, Lotus, Microsoft, People in Technology

Barney Gibbens, Darlington College of Technology, Thameside Community Healthcare NHS Trust

Construction

SkillBUILD

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Asphalting Council & Employers Federation, Metrotec (Wigan) Ltd, Mid Glamorgan TEC, Midland Bank plc, Mobac Construction, National Association of Shopfitters, National Contractors Group, National Association of Roofing Contractors, National Joint Council for the Building Industry, Norfolk & Waveney TEC, Norris Joinery Ltd (Bolton), North West England TEC Group, North Yorkshire TEC, Painting Craft Teachers Association, Renfrewshire LEC, Scottish Building Employers Federation, Solotec, South & East Cheshire TEC, Stanley Tools, Stone Federation of Great Britain, Suffolk TEC, Thames Valley Enterprise Ltd, Tilcon, Tyneside TEC, University of Luton, Wakefield TEC, Wigan & Leigh College, Worshipful Company of Masons, Worshipful Company of Plasterers

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Brunel College of Arts and Technology, Robert John Hair Group, William MacKenzie Hairdressing

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UK·SKILLS

1 Giltspur Street, London EC1A 9DD
Tel: 0171 294 2420 Fax: 0171 294 2430

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