

Arctic Skills 2016

**Final Evaluation Arctic Skills/School Tournaments**

**and Finnmark County Championship**

**School Year 2015-16**



The Gold Medal winner of Arctic Skills – Car Mechanics – Kenneth Varsi from Kirkenes, with Silver Medalist Juuso Pallari from Lappia, Finland (Left) and the Bronze Medlaist Maksim Konstantinovich Rassadin from Murmansk (Right). Toni Haavardsrud from the Training Department in Finnmark County presenting the medals.

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**Forword**

The evaluation of Arctic Skills, School Tournament and Finnmark County Championship in Skilled Trades, School Year 2015-2016 has several goals. It is intended to be a response to the stakeholders on how the funds were used, it is a report to the project owners, the Training Department in Finnmark County and it will form the basis for next year’s tournament. We have attempted to evaluate the results vis a vis the project’s goals and at the same time give some helpful advice to the Arctic Skills 2016-2017 team in Murmansk. Our recommendations are assembled in their own paragraph at the end of this report.

The Steering Committee would like to thank the Barents Secretariat, the Training Department of Finnmark County, WorldSkills Norway and the generous sponsors from the many trades and companies. The schools have also made significant contributions to the project, not least of all Kirkenes Upper Secondary School has been particularly engaged and helpful with support and resources.

It is our considered opinion that the School Tournament and Arctic Skills have contributed and will continue to contribute to increasing the focus on skilled trades education and training in the Barents Region.

On behalf of the Executive Committee

Trond Hansen

Kirkenes 09.06. 2016

# Organization

**Project Owner Arctic Skills:**

Kirkenes Upper Secondary School

**Project Owner School Tournament as Didactic Method:**

Finnmark County, Training Department

**Executive Committee Arctic Skills:**

Jelena Doronina, Ministry for Science and Education, Murmansk County

Liisa Holmberg, Headmaster of the Sami Educational Institute, Inari, Finland

Virpi Lilja, Headmaster at Lappia, Kemi, Finland

Trond Hansen, Consultant with the Training Department, Finnmark County

**Project Leader Arctic Skills:** Robert Flatli, Eastern Finnmark Interdisciplinary Training Office

**Project Coordinator:** Trond Hansen

**Steering Committee:**

Robert Flatli

Trond Hansen

Joakim Pettersen, Kirkenes videregående skole

Ellen Kristoffersen, Kirkenes videregående skole

Stig Nytun, Kirkenes videregående skole

**Trades Representatives:**

|  |  |
| --- | --- |
| Skilled Trade | Teacher |
| Hairstyling | Ellen Kristoffersen |
| Welding | Anton Nilsen  Ole Gabrielsen |
| Autobody Repair  Autobody Paint | Bjørn Tore Andersen  Joakim Pettersen |
| Health Care Worker | Mona Elisabeth Olsen |
| Light Vehicles | Kjell Malin |
| Heavy Equipment | Trond Dikkanen |
| Electrician | Gjermund Hansen |
| Cooking | Jon B. Furrevik |
| Framing/Carpentry | Harry Marjavara |
| Plumbing | Roger Konradsen |
| Design and Duodji | Oddbjørg Hætta Sara |

**Contact People for Schools in Finnmark:**

Jon Vidar Bull, Skilled Trades Leader, Alta Upper Secondary

Jens Olav Eskilt, Department Head – Skilled Trades, Hammerfest Upper Secondary

Wenche Beate Huru, Department Head – Skilled Trades, Kirkenes Upper Secondary

Tove Hunnålvatn, Department Head – Skilled Trades, Nordkapp Upper Secondary

Tove Vibeke Amundsen, Department Head – Skilled Trades, Lakselv Upper Secondary

Oddbjørg Hætta Sara, Teacher, Kautokeino, Samisk Upper Secondary School

# Financing

|  |  |  |
| --- | --- | --- |
| Period | Sponsor | Amount |
| Autumn 2014 | RUP Education Finnmark County | 70 000 NOK |
| Spring 2015 | Barents Sekretariat | 60 000 NOK |
| Autumn 2015/Spring 2016 | Finnmark County, Training | 500 000 NOK |
| Autumn 2015/Spring 2016 | Barents Sekretariat | 370 000 NOK |
| Spring 2016  Spring 2016  Spring 2015 - Spring 2016 | WorldSkills Norway  Sponsors  Schools’ Contributions | 50 000 NOK  150 000 NOK  150 000 NOK |
| May 2016 ( For Continued Development) | Kolarctic | 250 000 NOK |

# Results

From Autumn 2014 until its conclusion with the Arctic Skills Championship in Kirkenes in May 2016, Kirkenes Upper Secondary School has been the project owner for this pilot project In the Autumn of 2015, Finnmark County applied to World Skills Norway, and decided to participate in the project «School Competition as Didactic Method». This was not part of the original plan, but with certain adjustments was able to become a part of the Norwegian qualification rounds for Arctic SKills. Since Finnmark County was the most significant contributor and could support the project with consultants, the School Tournaments were included. The consequence of this was fewer resources available for the Championship, and more work was required for the teachers, the Steering Committee and the Project Leader and Consultant.

This means that there is also now a basis for cooperation between WorldSkills Norway’s project “School Competition as Didactic Method” and Arctic Skills. As project ownership and responsibility transfers to Murmansk in 2017, responsibility for coordinating the School Tournaments and Finnmark Championship will rest with Finnmark County, the Training Department and each individual school. In the following presentation, we attempt to separate the results of Arctic Skills and the School Tournaments.

Arctic Skills

* Project is based in the participating countys’ training departments.
* Enter into formal cooperation agreements between Murmansk and Finnmark Countys’ Education and Training departments.
* Establish an Executive Board comprised of representatives from all of the counties. The Finns chose to be represented by the headmasters from the Sami Educational Institute at Inari and the Skilled Trades of Lappia which includes schools in Tornio,, Kemi, Muonio and Tervola.
* A Steering Committee at Kirkenes Upper Secondary School was responsible for coordinating Arctic Skills, the School Tournaments and Finnmark Championship.
* Create a temporary, part-time Project Leader position @25% - from Autumn 2014 – Autumn 2015, and @50% for Spring 2016.
* Established a Skilled Trades panel of 11 skilled trades professionals/teachers who were responsible for the evaluation criteria, the forms and the arrangements at Kirkenes and Kautokeino Upper Secondary Schools.
* Cooperated with a group of English teachers who translated the tasks and rules to English.
* Created a website
* Created a skilled trades network between the experts/teachers in the competition trades among the participating countries and schools.
* Reached out to the different branches, industries and companies regarding equipment and judging services.
* Received 250,000 NOK from Kolarctic to further develop the project.

**Project «School Competition as Didactic Method»**

* Led by a consultant from the Training Department
* Established a group of contacts at each Upper Secondary school in Finnmark County, comprised primarily of Skilled Trades Department Heads.
* Established a network of skilled tradesmen at each school who had responsibility for the school tournament and participation and/or arrangement of the Finnmark Championship.
* Developed tasks which can be used in future competitions.
* Opened cooperation between companies and industries regarding equipment and judging services.
* Created a website called «Arctic Skills»

# Focus on the Skilled Trades

The goal of the project was to increase attention to the skilled trades in important target groups – such as branch specialists, politicians, pupils and teachers in primary school, as well as other upper secondary schools and the media.

Generally speaking, we can say that the presentations given at conferences, the training office and meetings in the Russian Federation and Finland have worked well. The Website, Facebook and information letter to the schools have also been important tools.

* We presented the project at the ‘Focus on Skilled Trades Conference’ in Kirkenes, October 2015 to representatives from business and industry, politicians, labor and employer organizations and schools. The presentation received considerable attention.
* We have held presentations of the project on several occasions for the Headmaster Colloquium in Finnmark, at each school, in the Training Office and for Finnish and Russian Federation educational institutions.
* Pupils in elementary school in Sør-Varanger were invited to both the Finnmark Championship and Arctic Skills, and chose to attend Arctic Skills. In order to influence their choice of studies in Upper Secondary School, the Finnmark Championship must be held before the 1. March school application deadline. The arrangement was successful, but with room for improvement.
* De videregående skolene i fylket ble orientert på rektornivå i mai 2015. det ble organisert ei gruppe av kontaktpersoner (avdelingsledere) på skolene, som hadde ansvar for å koordinere arbeidet med å implementere arbeidet med skolemesterskap og FM. På skolenivå knyttet vi til oss ei gruppe av fagpersoner som var interessert i å delta i prosjektet. Disse ble holdt orientert via informasjonsbrev og informasjon på
* The Upper Secondary schools in Finnmark County were contacted at the Headmaster level in May 2015. A group of contact people was established (Department Heads) at the schools who were then responsible for coordinating the execution of the School Tournaments and Finnmark Championship. At the school level, we connected with a group of trades experts who were interested in participating in the project. We kept regular contact with these people via memoranda and the website. **The response from participating teachers was that they did not receive enough information and that direct connections between Steering committees and the trades experts at each school would be more effective to build local ownership in the project. We saw real benefits in this respect when the local experts could meet with others involved in the project, and recommend that all trades experts at the County level meet in September to outline the plans for 2017.**
* The School Tournaments, Finnmark Championship and Arctic Skills received significant attention in the local press, on the WorldSkills Norway, Finnmark County and Barents Secretariat websites.
* Branch and industry-specific media have also covered the competition.
* Det er vanskelig å konkurrere om medieoppmerksomheten, men hvis vi ser 2015-16 under ett, vil vi se at yrkesfagkonkurransene har fått flere oppslag. Det er viktig at vi knytter redaksjonelle og journalist-kontakter, og at vi er aktive selv. Til neste år bør vi lage en medieplan, og øke aktivitetene på nettsidene
* Competing for media attention is a challenge, but considering the combined 2015-2016 project span, several more articles have been published on the skilled trades than in similar, previous periods. Cultivating contacts with editors and journalists is important, and we must be active in the media ourselves. We recommend the development of a media plan alongside the competition/tournament plan. **That the arrangement will be in Murmansk this year, and that the information will be presented through a Kirkenes-based website is a challenge which must be addressed. Will this mean that Kirkenes will continue to edit and maintain the website? Ensuring that a press contact is a member of the Executive and/or Steering Committees could be an effective approach, in addition to developing a specific and effective media plan.**

# Skilled Trades Network

We have created a skilled trades network of teachers within Finnmark County, and between Russian Federation, Finnish and Norwegian Skilled Trades teachers. In addition, we have made contact within the branches and businesses which we must maintain and further develop. This is an important part of the competition which can contribute to further development and better teaching.

* We must continue with one annual meeting between the skilled trades experts and the judges. This meeting must be included in the year plan and be funded by Arctic Skills.
* At least one meeting must be held between skilled trades experts in Finnmark in September to organize the School Tournaments and Finnmark Championship. Representatives from the different branches should be invited. This meeting must be financed by the Training Department.
* This year’s competitions have established a network which can form the basis for broader international, skilled trades cooperation. Health Care, for example, would like to work closer with their Finnish partners, Heavy Equipment Operators/Operating Engineers at Bjørnevatn have found potential partners at Sodankila. Those responsible for internationalism at the County/Training Department level must follow up, and provide assistance with applications and funding.

# Competition as Didactic Method

Improving the quality of teaching and developing a method which can make competition a didactic and pedagogical tool is the goal of the School Tournaments, Finnmark Championship and Arctic Skills (from 2017, Norwegian Masters for Schools). In and of itself, competition will naturally tend to focus on winners. Therefore, we must both encourage participation AND at the same time ensure that the focus is on learning and skills mastery. We must increase our focus on this in the future.

The response from skilled trades experts in Kirkenes has been positive, but also with concern over the focus on winning. These are some of the comments:

* Students improve because they practice more on the tasks.
* Teachers improve the quality of their tasks, and goal-oriented evaluation criteria.
* Teachers become more confident in their evaluations of student work.
* Including students as part of the evaluation process is easier.
* Everyone – both students and teachers – more focused.
* The competition was an excellent interdisciplinary test after First Term
* Using external/internal sensors will lead to better judging.
* Must find ways to involve First Years in this process
* Tournament tasks can be used as preparation for the final, interdisciplinary exams.
* The entire class was engaged in the Finnmark Championship and Arctic Skills. Discussed the judges’ decisions with students.
* Created a team-feeling.

**We suggest the creation of a tips-sheet for ‘School Competition as Didactic Method’ as a part of the preparations for next year. Could this be financed by World Skills Norway?**

# Participation

We consider participation in this year’s Finnmark Championship as a qualified success in part because this was the first year. In the beginning, all of the schools were interested, but several schools dropped out underway. Upper Secondary Schools in Alta, Hammerfest, Kirkenes, Lakselv and Nordkapp participated. At Kirkenes, the School Tournament included 9 skilled trades, including approximately 130 students. Combined between the other schools, 18 skilled trades classes participated, including approximately 250 students. **Combined, 380 students participated in the School Tournaments, 38 of them continued on to the Finnmark Championship, and 11 reached the finals in Arctic Skills.**

We do not have specific numbers from Murmansk and Lappland. We know that both counties held local qualification tournaments. In Murmansk, students prepared for the regional World Skills competition; and in Lappland, the local competition was a qualifying round in the Skilled Trades championship in Seinajoki. **Even though we do not have specific numbers, we estimate as many as 600 students have participated in the qualification rounds for Arctic Skills.**

Better development of the school programs and improve overall participation and an expansion of participating skilled trades programs. The Norwegian Skilled Trades championship for schools in 1017 will include as many as 24 different skilled trades. It is likely that Finnmark does not offer all of these trades programs, but it does allow for further expansion. **This issue must be considered when the trades experts meet in the Autumn of 2016.**

Including more counties within the Barents Region and other schools within the Arctic Zone can help answer the question of improving participation in Arctic Skills. We see that there are two alternatives:

* We can keep the County participation as it is now, and allow outside schools to apply without a County qualification round. This is currently the praxis in Finland. It means that the raw number of participants can be very large, and the competition’s capacity must also be taken into consideration.
* Or, we could invite schools from Arkhangelsk, Norrbottn, Nordland and Troms Counties. This would increase the total participants to 7 in each class.

Both alternatives will create new challenges for the arrangement – both considering the number of judges, competition time and costs. The issue must be discussed in the Executive Committee in September 2016.

**The Steering Committee recommends caution in further expansion. Norrbotten is perhaps the most important to include. Expansion on the Norwegian side could include inviting schools which offer skilled trades which cannot be found in Finnmark**.

# Possibility of Arctic Skills as an inter-school competition with an open class

In its first stage, Arctic Skills was intended to include both Apprentice and Student classes. This was designed to create common terms for the competition. Skilled Trades students in the Russian Federation and Finland have 3-4 years in school, whereas Norway offers 2 years in school and they then complete their training in 2-year apprenticeship programs. We believed that a competition between Norwegian Second Years and Russian and Finnish Apprentices is unfair.

This year, we were unsuccessful in recruiting apprentices. The reasons were both practical and economic. It was difficult to get apprentices to participate, difficult to arrange appropriate qualification rounds and the economic costs were too great.

We chose, therefore, to make this year’s Arctic Skills a simple School Championship as an open class. The Norwegian Second Years competed with excellent results between the Finnish and Russian Federation students, winning four trades in addition to the demonstration trades.

We maintain the importance of recruiting apprentices from Finnmark into the skilled trades competition. This may be accomplished by following up with those students who have participated in previous years and now have apprenticeships. Branches and workplaces decide whether and who will participate in the Skilled Trades Norwegian Masters (for apprentices), and for Finnmark this means that the employers themselves must be more aware of the opportunity. Another alternative is to allow apprentices to participate in the Arctic Skills Open Class.

**The Steering Committee will draft an introduction letter to all of the branches and companies in Finnmark which will present the skilled trades competition and the conditions of participation. The intention here is to increase local interest in the Skilled Trades Norwegian Masters.**

**If we succeed, the Steering Committee recommends that Arctic Skills continues as an Open Class school competition. An alternative could be that apprentices are in the Open Class, another would be a competition between Second Years. Our experience this year, however, suggests that total years of training has less to say about success in the competition than the participants’ own preparation for the competition. Practice gives good results!**

# Selection of Trades

Originally, we intended to hold competitions in 15 skilled trades, but in the end had 11. In 7 of these skilled trades, participants from all three counties competed against each other – framing/carpentry and welding had two participants, autobody repair and heavy equipment operation/Operating Engineers were arranged as ‘demonstrations.’ The Executive Committee will decide which and how many trades will be included in the competition, **but the Steering Committee recommends that all of the current trades are included.** If Norrbotten joins the competition, this will likely increase participation in framing/carpentry. Lappland offers heavy equipment operation/Operating Engineers, welding, auto repair and paint, and will likely participate next year.

The number of skilled trades is a challenge for the tournament host. This year, we chose to hold the competition at Kirkenes Upper Secondary School which has facilities for all of the competing skilled trades. Additional skilled trades will require that the competition be held in a large hall which will require rigging and striking with equipment that the host may or may not have on hand. Purchase, loan or rental may significantly increase the costs of hosting this competition. We considered the hall alternative in Kirkenes, but saved approximately 120,000 NOK by using the school’s own facilities. We believe that the competition is best held in the skilled trades’ own workshops and teaching areas. It is important to not take on too much at one time.

**The Steering Committee recommends caution in expanding the number of skilled trades in the competition.**

# Reflections over the timeframe

This year’s arrangement was executed within a timeframe of 9 hours. Some skilled trades were able to complete the competition in 6 hours, others could have well-used more than 9. The Steering Committee and delegations experienced the timeframe as tight, but effective.

The timeframe is set by the budget, number of participants, the extent of the tasks and to a degree, the number of skilled trades in the competition. Making the arrangement ALSO a meeting place for everyone who is interested in developing skilled trades instruction in the Arctic region was also an important goal. These stakeholders included companies, branches, politicians, teachers, educational authorities, training offices, sponsors and employer/employee organizations, and they benefit from presentations and discussions of the skilled trades.

In addition, Arctic Skills also needs to make room for pupils from primary school who can receive career counselling and advice between the competitions themselves and the presentations.

We chose a 2 day arrangement because it reduced the room and board expenses, and because our experience from Finnmark Championship suggested that it was possible. We wonder, however, if it gave us enough time to create a space for the delegations, guests, trades experts and specialists and competitions to meet and build their networks?

Approximately 30 invited guests from the above organizations attended all, or part, of Arctic Skills. The delegation from the Russian Federation comprised 25 people, and the Finnish delegation included 39. The primary school brought 120 pupils and teachers to observe. This required effective planning and precise logistics to get the competitions, the judges meetings, provide information to the participants, meals, visits, and the meetings and awards ceremonies to work. **It was possible, but an expanded timeframe would have given us a better opportunity to create the social and skilled trades connections between the competitors and the trades specialists.**

Another, relevant point here is that if we increase the number of participants in 2017, and those participants compete in series and not parallel, the timeframe must be expanded.

**The Steering Committe recommends that Arctic Skills take place over three days in the future.**

# Cooperation between trades and the business community

Although Arctic Skills is a school-based project intended to increase the quality of skilled trades instruction, improved cooperation within branches and companies is an important part of the goal. It is about organizing more apprenticeships and to develop closer cooperation and better partnership between local companies and schools. Companies and industry contribute equipment and materials, they can also contribute with judging expertise, as well as significant economic support from our sponsors. Improving the quality of our skilled trades instruction is a common responsibility – shared equally by school and employers.

We have had several contacts with the Training Offices in Finnmark. The Interdisciplinary Training office in Sør-Varanger/East Finnmark has played a particularly important role in this project through the designated Project Leader and the resources they provided during the competitions. Contacts with other Training Offices throughout the region can and ought to be improved.

In the course of the project, we have not focused on formalizing the partnership with the business community. Our contacts with them have gone primarily through trades specialists and experts who have done excellent work, acquired equipment and materials for the prizes. Branch representatives with WorldSkills experience have also participated as judges. WorldSkills Norway, which is organized by the Norwegian Industrial Association, has provided consultants. KS – the municipality organization – has been an important supporter to develop the competition within health care work. LO – the Norwegian Trade Union organization’s office in Finnmark and the Finnmark’s NHO – the Chamber of Commerce have both agreed to a formal cooperative partnership.

**Clarifying the role of the business community and entering into formal partnerships will help the Steering Committee reach the project goals. This work includes future project development and be financed by earmarked funds from Kolarctic.**

# What worked well?

The Steering Committe has examined the arrangement with the specialists/teachers and would like to offer some practical advice for future competitions:

* The competitions and tournaments were well-planned and executed. The structure ought to continue.
* The awards ceremony was well directed and executed.
* The ceremony was improved by having an English-speaking MC
* The dinner at Scandic worked well, despite having many participants and little room.
* The visiting program could be further developed.
* The demonstration-trades can be carried further.
* Cooperation with Cantina personnel was good and effective.

# What can be improved?

* Meal service requires a lot of space and quick service.
* Translator services need to be expanded. More Finnish and Russian-speaking translators are needed.
* The competitions need to be better integrated into the host school’s facilities. This includes both teaching and maintenance/operations. It needs to feel like the entire host school fully supports the arrangement.
* The host school’s leadership needs to be more involved in the project. A representative of the host school’s leadership needs to participate in the Steering Committee’s work.
* We need a plan to get awards and prizes to ensure that all participants are and feel recognized and valued.
* Work to motivate and organize participation in the School Tournament and Finnmark Championship needs better planning.
* All activities must be included in ONE year/project plan.

# Organizing and Financing of the work next year?

Even though Murmansk assumes host responsibilities for 2017, the Steering Committee recommends that the current project leadership structure remains, with some changes in resource use and function. Kirkenes Upper Secondary School is pilot project owner until 2018. In the course of 2016/2017 a new structural model will be developed based on funding and strategies from Kolarctic.

The practical host responsibilities for Arctic Skills 2017 will be greatly reduced, and work to coordinate and lead the project will stand with the Executive Committee. The Steering Committee and trades specialists’ work will be focused on the School Tournaments and Finnmark Championship. This work will be based on and led by a commission from the Training Department. **The Steering Committee recommends that Finnmark Championship 2017 be based in Kirkenes, and that the school continue to develop its key competencies in this area.**

Arctic Skills will not require a Project Leader based at Kirkenes Upper Secondary School. Here, however, it is important to be able to draw on the current Project Leader’s experience and competency in the form of a consultancy to the Executive Committee and the host in Murmansk. The Steering Committee recommends that a consultancy resource of minimum 5% position be budgeted and set in the applications for next year’s competition.

Skilled specialists will continue to be an important resource for next year’s arrangement as well. **The Steering Committee recommends that this year’s competition tasks are carried over with some small changes.** Kirkenes Upper Secondary School has good English competency which ought to be used in the future.

**The project owner, in cooperation with the Training Department at Finnmark County has responsibility for the final draft of future, and next year’s structural model stands.**

**Future Financing**

We cannot expect that Finnmark County will be able to finance next year’s arrangement to the same extent. We must therefore make adjustments in Murmansk based on contributions from the Barents Secretariat, internal financing and sponsorships. The Project Owner, Kirkenes Upper Secondary School, has received 250,000 NOK from Kolarctic to study and develop a major application for financing based on the further development of the organization. This could ensure that Arctic Skills continue until 2020.

Financing of the School Tournaments, Finnmark Championship and participation in Arctic Skills and Skilled Trades Norwegian Championship for schools is the responsibility of each school and the County Training Department. Integrating teaching and competition – either as a part of the interdisciplinary exam before the end of term, or as a part of the students’ in-depth study and praxis is the idea behind the school tournaments. This year’s competitions have established a foundation of tasks and evaluation criteria which can be carried over to next year’s competitions. But, we need to increase the teachers’ own competency and motivation by bringing them together in the fall. Responsibility for this stands with the host school and coordinator of the skilled trades championships at the Training Department, and the budget must include financing of the Finnmark Championship in 2017.

# Summary of Steering Committee Recommendations

* **The Steering Committee will draft a media plan/information strategy. A resource will be set aside for the media contact person connected to the Steering Committee in Kirkenes.**
* **Fixed and regular annual meetings between the skilled trade specialists and the judges in Arctic Skills. This meeting needs to be set in the year plan and financed by Arctic Skills.**
* **Hold one meeting between the skilled trades specialists in Finnmark each September to outline the School Tournaments and Finnmark Championship. Representatives from the branches of industry ought to be invited. The Training Department will finance this meeting.**
* **As part of the preparations for next year, a tips-sheet for the «School Competition as Didactic Method» needs to be developed by World Skills Norway, financed by World Skills Norway?**
* **The Steering Committee recommends a cautious expansion of participation in the competition. The most important is to invite and include Norrbotten. Expansion in Norway can be justified by inviting schools which offer skilled trades which are not offered in Finnmark.**
* **The Steering Committee will draft a letter of introduction which informs businesses and branches about the skilled trades competition and the conditions for apprentice participation in the Norwegian Championship.**
* **The Steering Committee recommends that Arctic Skills continues as an exclusive Open Class school competition.**
* **The Steering Committee recommends that we keep all of the skilled trades in the current program.**
* **The Steering Committee recommends a cautious expansion of the number og skilled trades in the competition.**
* **The Steering Committee recommends that the arrangement is set over three days in the future.**
* **The Steering Committee will focus its effort in defining the business community’s role in the project and form formal partnerships where they are beneficial to the project goals. This effort includes future development of the project, and is financed by a grant from Kolarctic.**
* **The Steering Committee recommends that the Finnmark Championship 2017 be held in Kirkenes, utilizing the increased competency of this school as host.**
* **The Steering Committee recommends that next year’s arrangement budgets for a resource for a consultancy.**
* **The Steering Committee recommends that this year’s competition tasks are carried over to next year with some small changes.**

# Budget and Accounting

|  |  |  |
| --- | --- | --- |
| Utgiftsposter | Tot. utgifter | Regnskap |
| Honorarer/ lønn til fagpersoner/tolking  Administrasjon | **370 000**  **200 000** | **412 971**  **217 026** |
| Reiseutgifter  Kost og hotellutgifter | **60 000**  **140 000** | **32 056**  **155 729** |
| Konkurranseutstyr og materiell  Annet: informasjon, premier, reklamemateriell  Lokaler | **500 000**  **70 000**  **10 000** | **382 085**  **17 693**  **80** |
| Merverdi utenfor mva.- loven |  | **101 093** |
| Brutto utgifter | **1 350 000** | **1 318 733** |
| Kompensasjon for merverdiavgift |  | **-16 545** |
| Andre overføringer: Barentssekretariatet |  | **-60 000** |
| Netto utgifter |  | **1 275 279** |

**Resultat 2015-16**

|  |  |  |
| --- | --- | --- |
| Bidragsyter | Inntekter | Utgifter |
|  |  |  |
| **Finnmark fylke, Opplæring** | **500 000 NOK** |  |
| **Barents sekretariatet** | **370 000 NOK** |  |
| **WorldSkills Norway**  **Egenandeler** | **50 000 NOK**  **355 279 NOK** |  |
|  | **1 275 279 NOK** | **1 275 279** |

**Attachement: List of sponsors**

Barentssekretariatet

Finnmark fylke

WorldSkills Norway

Comfort Kirkenes

Gymo

Finnmarksrøya

Sør-Varanger kommune

R-M

ELKO

Solar

Tools, Kirkenes

Kirkenes Bad og Kjøkken

Veng karosserideler

Toyota, Sandnes Auto AS

Delta/YS

Tverrfaglig opplæringskontor i Øst-Finnmark

KS

NELFO

Norway King Crab

ESAB

Schneider Electric  
Mirka

Sg