

Evaluation report Arctic Skills Tornio 2018 Summary 2015 - 2018



Participants in Car body repairing: Natalie Jörgensen Olsen and Andrea Hjelm Hågensen from Kirkenes. Juho Rajatalo and Akseli Laitinen from Rovaniemi.

All photos:
Jonas Karlsbakk, The Norwegian Barents secretariat

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From the hairdressers' competition. Anastasija Kituk from Murmansk

Foreword

This year's tournament marks the end of the pre-project of ArcticSkills. Since Kirkenes 2015, we have tried out a model for organization, competition, financing and cooperation, which can give us a platform for future ArcticSkills. This evaluation report must therefore reflect not only the tournament in Tornio, but also the main experiences from the beginning until today.

The evaluation of Arctic Skills in Tornio 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 Educational Department in Finnmark County and Kirkenes Upper secondary school, and of course, it is a report to our main sponsors, The Norwegian Barents Secretariat and the North Calotte Council.

We have attempted to evaluate the results in connection with the project's goals, so that it can form a basis for continuous work to achieve these goals through future tournaments. Our reflections and recommendations for the future are assembled in a separate paragraph at the end of the report.

The Board would like to thank the Norwegian Barents Secretariat, the County of Finnmark and The North Calotte Council, for their substantial funding of the tournament. Likewise, we thank the partners for the co-financing of the project.

A special thanks to The Vocational college of Lappia in Tornio for their energetic and fine management of the tournament. We appreciate the abundant work and efforts, which has been carried out by numerous members of their devoted staff.

We also thank our generous sponsors from the many trades and companies. Finally yet importantly, we would like to thank the students and teachers of colleges and schools in the Murmansk and Finnmark region, Tornio, Inari, Haparanda, the Sami school in Kautokeino and the reindeer school of Taimyr for their participation and contributions to the tournament.

It is our considered opinion that the Tournament Arctic Skills have contributed and will continue to contribute to increasing the focus on skilled trades' education and training, and thus increase the quality of businesses and craftsmanship in the Barents Region.

On behalf of the Board
Trond Hansen
Kirkenes 24th of May 2018

1. Why ArcticSkills?

“The NSPA (Northern sparsely populated areas) regions experience a skills mismatch in their labour markets. While some areas experience a high rate of unemployment, others struggle to find suitable workforce with the skills needed.”
(OECD January 2018)

This description is supported by facts and figures from the annual Competency barometers of NHO, and shows a common problem in the Barents region. Statistics also shows that recruitment to, and graduation from vocational education in the same area seems to fail to fill the needs in the labour markets. Solving these problems has high priority among political authorities in the region.

We believe that a competition between educational institutions based on vocational skills in this area, can contribute to solve these problems by:

- * Focusing on vocational education
- * Increasing the status of vocational skills
- * Strengthening the recruitment to vocational education
- * Developing common standards in the vocational education
- * Exchanging information between students about the labour markets in the participating regions

2. Organization

Project Owner:

Kirkenes Upper Secondary School

Project manager:

Trond Hansen. Replaced by Svein Tore Jakobsen from February 2018

Board:

Elena Doronina, Ministry for Science and Education, Murmansk region

Tiisu-Maria Näkkäläjärvi, Sami Educational Institute, Inari, Finland

Lilja Virpi, Headmaster at The Vocational College of Lappia, Kemi/Tornio, Finland

Trond Hansen, Consultant with the Training Department, Finnmark County

Executive Committee in Tornio

Antti Päivärinta, leader of committee

Sanna Laihinen, vip guests, international contacts

Merja Korkala-Harju, accommodation

Mari Uusitalo, secretary

Marja-Leena Tyystälä, foreign guests

Jani Harju, guided tours, info
Jussi Leipälä, ceremonies
Hannele Karlsson, servings
Mikko Kari, Facilities
Eija Hiukka, media
Jenni Ranta, media
Mia Lukkarila, media

Sami Koskimäki, maps
Jari Leinonen, video streams
Jorma Vierelä, video streams
Kaisu Liiten, contacts to
elementary schools
Anne Tryyki, prizes, clothes, task
for Duodji

Coordinators from Murmansk and Finnmark

Zubritskaya, Elena, special adviser, Ministry of Education and Science, Murmansk
Rudnik, Elena, coordinator of ArcticSkills, Murmansk technological college of Services
Robert Flatli, consultant, Eastern Finnmark Interdisciplinary Training Office
Joakim Pettersen, coordinator of trade skills competitions, Finnmark
Svein Tore Jakobsen, special adviser, Finnmark
Trond Hansen, project manager and consultant

Experts in Arctic Skills 2018:

Hairdresser:

Leskio Leena, Fi
Kristoffersen Ellen, No
Khrenkova Julija, Ru

Welder:

Hildèn Esko, Fi
Kristoffersen Yngvar, No
Ageev Igor, Ru

Car body repairing:

Määttä Ville, Fi
Andersen Bjørn Tore, No

Health and social care:

Niemi Pia, Fi
Haukanes Anette Granlund, No
Kachalova Natalia, Ru
Borg Krister, Swe

Motor vehicle mechanic, light-duty vehicles:

Niska Tarmo, Fi
Ojala Aki, Fi
Malin Kjell, No
Sherstianov Andreij, Ru

Electrician:

Kenttä Kari, Fi
Hansen Gjermund, No
Gaspovich Viktor, Ru
Pirilä Eero, Swe

Cooks:

Flygare Jonni, Fi
Andreassen Tor Erik, No

Savinova Nonna, Ru

Building Constructions:

Matala Veijo, Fi
Marjavara Harry, No
Fediukov Vladimir, Ru

Plumber:

Kangas Risto, Fi
Konradsen Roger, No
Koriakin Nikolai, Ru

IT-service:

Aalto Teppo, Fi
Huhtaniska Reijo, Fi
Arnulf Nilsen, No
Kofoed Runar, No
Savenkov Andreij

House Painting:

Heikkuri Katja, Fi
Chamina Anna, Ru

Reindeer herding:

Magga Leena, Fi
Gaup Samuel P, No
Vokuev Vasilij, Ru
Belchenko Vitalij, Ru, Taimyr

Duodji:

Turunen Anniina, Fi
Guvtsam Berit Kristine, Fi
Antonova Alena, Ru
Sazanakov Vitalij, Ru, Taimyr

Heavy machinery operator:

Kasala Markku, Fi
Dikkanen Trond, No

3. 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	WorldSkills Norway	50 000 NOK
SPRING 2016	Sponsors	150 000 NOK
SPRING 2015 - SPRING 2016	Partners' own share	150 000 NOK
MAY 2016 (FOR CONTINUED DEVELOPMENT)	Kolarctic	250 000 NOK
AUTUMN 2016/2017	The Norwegian Barents sekretariat	700 000 NOK
SPRING 2017	Partners' own share	350 000 NOK
AUTUMN 2017	The Norwegian Barents sekretariat	550 000 NOK
AUTUMN 2017	The North Calotte Council	50 000 NOK
DEC. 2017	The County Council of Finnmark	250 000 NOK
2017 - 2018	Partners' own share	200 000 NOK
2014 - 2018	Total	3 700 000 NOK



The winner of ArcticSkills cook's competition 2016
Photo: Maria Borch Mietinen

4. A brief survey of the past

From autumn 2014, until its conclusion with the Arctic Skills Championship in Tornio 2018, 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, it was possible to include the Norwegian qualification rounds in the Arctic Skills Tournament. Since Finnmark County was the main 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.

From autumn 2016, preparing for the tournament in Murmansk, The Norwegian Barents Secretariat has been the main sponsor of the project, and this has led to a clear division of responsibility. The Norwegian project “School Competition as Didactic Method” has become the responsibility for Finnmark County, while the ArcticSkills project ownership still rests with Kirkenes Upper secondary School. The following presentation therefor solely focus on the results of Arctic Skills. The project is still to be regarded as a pilot project, terminating with the tournament in Tornio 2018.

In September 2017, the Board met in Rovaniemi to discuss a new partnership agreement, and form a new organization model. Due to delays on the Russian side, the signing of the agreement and the appointment of a new board was not carried out before April 2018, during the ArcticSkills tournament in Tornio. The partnership now consists of all colleges in Murmansk region, confirmed by the signature of the headmasters, all upper secondary schools in the county of Finnmark, confirmed by the signature of the leader of the Educational department, all vocational colleges in the region of Lappi, confirmed by the signature of Satu Huikuri from ELY-Keskus. The Swedish partner is Tornedalsskolan in Haparanda, confirmed by the signature of the headmaster. The Reindeer school in Taimyr has been included in the competition since Kirkenes 2016, but the Sami Institute in Inari coordinates their participation. The Sami upper secondary school in Kautokeino participates under the umbrella of Finnmark, but the Board could sign a partnership with the Board of The Sami schools in Norway.

The new agreement and the partnership declaration forms the platform for the application process for a new 3-years’ period based on financing from the Kolarctic Program and the Norwegian Barents Secretariat.

The achievements of Arctic Skills so far:

- The project is rooted in the participating countys’ training departments.
- Is a part of the bilateral formal cooperation agreements between Murmansk and Finnmark Countys’ Education and Training departments.
- Established 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 has been responsible for coordinating Arctic Skills, the School Tournaments and Finnmark Championship.
- Created a temporary, part-time Project Manager position 25% - from autumn 2014 – autumn 2015, and 50% for spring 2016. The position has been prolonged for the period 2016-17, financed by the project owner, Kirkenes Upper secondary School and the county of Finnmark.
- Established a Skilled Trades network of 14 skilled trades' experts/teachers who are responsible for the tasks and evaluation criteria. Today the networks include 46 teachers in total, and meet once a year.
- Created a website www.arcticskills.com
- Reached out to different branches, industries and companies regarding equipment and judging services.
- Received 250,000 NOK from Kolarctic to further development of the project.
- Tornedalsskolan in Sweden has entered the project as partners and participants in Tornio 2018.
- The Norwegian Trade Union (LO Finnmark) and the Norwegian Union of Employers (NHO Finnmark) have signed an agreement for support of the project. We are in discussion with WorldSkills Norway, Statoil and KS for similar agreements.
- An executive Committee has arranged the tournament in Tornio with great success
- The first meeting with next year's arrangers in Kirkenes has been conducted, and the calendar of the events will be settled by the board in Ivalo 29th of May 2018

5. The tournament in Tornio 2018

This year's tournament was held in Tornio on the 17th and 18th of April. The Vocational college of Lappia is a rather large college, including colleges in Kemi, Tornio, Muonio and Tervola. Lappia has taken part in the competition since its start in Kirkenes 2016 and in Murmansk 2017. The staff of Lappia have long experience in taking part and arranging Skills competition in Finland, and were well prepared for the task.

The competition was led and arranged on the campus in Tornio, under the leadership of competency directors Antti Päivärintä and Sanna Laihinen, supervised by the principal Lija Virpi. Pia Niemi coordinated the work with tasks and assessment criteria, and the Finnish experts had the main responsibility for working out the tasks and preparing the arenas for the competitions. The arrangement demanded a rather big organization, and involved many of the resources of the college: staff from the restaurant, office personnel, interpreters from Lapland University of applied sciences,

students and teachers. All in all a staff of 17 persons were involved in the arrangement. (See list above)

Project consultants Robert Flatli and Joakim Pettersen together with project managers Trond Hansen and Svein Tore Jakobsen coordinated the work in cooperation with the arrangers. We held three meetings in Tornio.

We had planned to arrange two meetings between the experts, but the budget only allowed one. It was held in Tornio November 2017, and gathered experts from all partners and all competences. Through this meeting, the experts could be acquainted with the college and the arenas, and most important, the meeting served as a kick-off for the work with the tasks and the assessment criteria. The experts from Lappia took responsibility for most of the tasks in cooperation with the other experts by mail. As in previous years, we experienced that a second meeting to summarize the work will be necessary.

This year's competition program was based on the experiences from 2017, and was more or less a continuation of the previously selected competences. We included IT-services, House painting and reindeer herding. In addition to these competences, we added Heavy Machinery Operators and Car body repairing. The total number of competences this year reached fourteen, which caused a challenge for the budget and the arrangers. It is our opinion that Lappia handled this challenge with success, and we hope that future arrangers can carry on this program.



48 competitors competed in 14 trade skills under the supervision of 46 experts.

Finland and Norway counted 16 participants each, 12 came from Russia, 2 from Sweden and 2 from Taimyr.

All competitions were located at the college campus. This made it easy to present the competitions for a large audience. Lappia used the opportunity to give pupils from schools in the area professional guidance. Murmansk region sent a delegation of ten representatives from educational authorities in the region. Finnmark sent a delegation consisting of politicians, administrators and business partners. A group of leaders from Interdisciplinary Training Offices in Finnmark visited the tournament, and we noticed a group of school leaders from Utbildning Nord in Övertorneå. From different organizations in Finland came representatives for Finnskills, educational authorities and municipal authorities. The Kolarctic CBC program in Rovaniemi was also present at the tournament.

The competitions

As we have already mentioned, this year's competitions consisted of fourteen competences, most of them with competitors from all regions, some of them with participants from only two. The arenas were well prepared and the arrangers and judges conducted the competitions fair and according to rules and regulations. We had no official complaints from the arenas, but the board would recommend an evaluation by the experts. The results reflect the same tendency as we experienced in Kirkenes and Murmansk - home ground influences on the results. In Tornio Finland captured 8 gold medals, followed by Norway with 4 and Russia with 2. Here is the complete list of results:

Building constructions

1. Sakarias Vuokila Finland
2. Johannes Ærø Norway
3. Stepan Melnikov Russia

Car body repairing

1. Akseli Laitinen Fi
2. Natalie Jörgensen Olsen No
3. Juho Rajatalo Fi
4. Andrea Hjelm Hågensen No

Cooks

1. Julia Synnøve Andersen No
2. Joonas Holm Fi
3. Mark Kostiuik Ru
4. Viktoria Kolyagina Taimyr

Duodji

1. Ina Máret Gaup No
2. Emilia Laitinen Fi
3. Lyudmila Khatanzey Ru

Electrician

1. Arttu Koivisto Fi
2. Törbjörn Antonsen No
3. Mikael Brännmark Swe
4. Kira Sergienkova Ru

Hairdresser

1. Katja Huhta Fi
2. Anastasiia Kitik Ru
3. Andrea Halstensen Rimala No

Health and social care

1. Mira Syrjä Fin
2. Matilda Huhtakangas Swe
3. Malene Erke No
4. Anastasiia Subbotina Ru

Heavy machinery operator

1. Emil Lillevik No
2. Eetu Huhta Fi
3. Børge Johansen No
4. Taneli Lohiniva Fi

House painting

1. Viktoria Saveleva Ru
2. Mari Martin Fi

IKT-service

1. Karl-Ivar R Granshagen No
2. Artem Komarov Ru
3. Tuomas Suorsa Fi

Motor vehicle mechanic, light-duty vehicles

1. Simo Unhola Fi
2. Eirin Andersen Nødtvedt No
3. Nikita Plenkin Ru

Plumber

1. Saku Hurtig Fi
2. Knut Martin Kivelæ No
3. Viktoriia Aleshina Ru

Reindeer herding

1. Marianne Ketola Fi
2. Nils-Olaf Hætta Eira No
3. Wengo Holma Taimyr
4. Semen Lakolev Ru

Welder

1. Sergei Novikov Ru
2. Teemu Jauhola Fi
3. Gunn Tove Holmstedt No

The Opening and closing ceremony



The opening and closing of the tournament took place in the great Music Hall of Lappia. In front of a large audience, the experts and competitors were greeted by headmaster Virpi Lilja, and thereafter presented from the stage. The ceremony was elegantly edited and performed by students from the college.



The closing ceremony was edited in the same elegant style, and focused on all competitors and their experts. All went smooth under the supervision and guidance of Antti Päivärintä and his students. After the ceremony in the Music Hall, restaurant Pikanti served a tasty buffet.

The arrangers had planned a concert and a party after dinner. A tribute Beatles band from the college appeared on stage, but unfortunately, the delegations left this part of the program. The board regrets this, and underlines that a social party is a very important part of the people to people dimension of the project. We express our apologies to the college, appreciate the effort that was made and hope that this will not prevent future arrangers to organize a closing gathering.

6. Focus on the Skilled Trades

The main goal of the project is 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.

In this respect, a workshop was arranged on the first day of the competition. An audience of approximately 50 people listened and commented to contributions about how to enhance the possibilities of exchange of students and apprentices in the Barents region, according to the following contributions and contributors:

Planning for international exchange of students and teachers. A presentation of the project Rajaosaaja	Sanna Laihinen Competency Service director at the vocational institute of Lappia
A brief survey over the need of trainees in Finnmark. How can we organize for foreign apprentices in Finnmark?	Robert Flatli, OPPIFINN, NO
The need of skilled trade workers in the oil- and gas sector in Northern Norway	Jan Tore Nygård, Manager People & Leadership, Statoil Nord
Practical experiences from exchange of students in the Barents region	Leif Lahti, Director Utbildning Nord
Cross border exchange of labour force in northern sparsely populated areas NSPA	Trond Haukanes, former Director of North Norway European Office

The board evaluates the workshop as a success that gave important input for a closer cooperation between the partners and future partners of ArcticSkills. Our goal is not only to arrange a competition, but we will aim at becoming a hub for development in vocational education and training in the Barents region.

Competing for media attention is a challenge, but considering the combined 2017-2018 project span, several more articles have been published on the skilled trades than in previous periods. This year we have established a new web site, which can give us better control and improve out information needs, if used by competent hands. Cultivating contacts with editors and journalists is important, and we must be active in media ourselves. We recommend the development of a media plan and a media coordinator alongside the competition/tournament plan.

An important new media contribution from Tornio, was the streaming of the whole Tournament. This made it possible for an audience to follow the competitions and ceremonies from our website in real time, and of course, also in after time.

7. Skilled Trades Network

We have created a skilled trade's network of experts from schools and colleges in Finnmark County, the Murmansk region, Meri Lappi, Haparanda and Sami educational institutes in Kautokeino, Inari, Lowozero and Taimyr. In addition, we have made some agreements of cooperation with organizations and important businesses, which we must maintain and develop. This is an important part of the competition, which can contribute to further development and better teaching.

The networks are of vital importance for the project. Not only because of their teaching ability, but because they are responsible for developing tasks and assessment criteria. Together with professionals from businesses and branches, they can develop standards of each trade skill and implement these standards in their teaching. In developing standards, they also can improve the quality of professional work for businesses in the arctic region. This is a very important goal of the Arctic Skills-movement.

The very foundation of the competitions are the experts, and we must put more effort and resources in their work. Until now, we have had one annual meeting between the skilled trades experts and the judges. This year we had a meeting in Tornio in November, and tried to cooperate by mail and networking.

8. Participation



The arctic Skills Tournament is not only the final, but also includes the qualifying competitions in each region. We have no certain numbers, but if we estimate that behind each finalist there are at least 15 competitors, the total number will be not far from 500 students. This is a conservative estimation, considered that we know that the qualifications in Finnmark alone included at least 200 students. Most likely, the figures will be the same in Finland, possibly even higher in Murmansk. This year we also had 6 participants from Taimyr, competing in Duodji and Reindeer herding.

The entry of participants from Sweden in 2018, has actualized a discussion of the capacity of competitors in each competition. It involves an evaluation of school resources, financing of the increased number of experts, and of course the number of competences. The Board must discuss this challenge in a meeting in Ivalo, May 2018.

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

- We can keep the regional participation as it is now, and allow outside schools to participate without a regional qualification round. This is currently the praxis in Finland, and probably also in Sweden. It means that the raw number of participants can be very large, and the competition's capacity must be taken into consideration.
- Alternatively, we could invite schools from Arkhangelsk, Norrbotten, Nordland and Troms Counties to participate after regional qualifications. This would increase the total participants to seven in each class.

The Board recommends caution in further expansion. Norrbotten is perhaps the most important part to include. Expansion in all regions could include inviting schools, which offer skilled trades, which cannot be found in the educational programs of the main partners

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

In its first stage, Arctic Skills intended to include both Apprentice and Student classes. The idea was to create common terms and levels 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, Finnish and Swedish apprentices is unfair.

For the last three years, we were unsuccessful in recruiting apprentices from Norway. 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 seemingly compete with excellent results with the Finnish, Swedish and Russian students.

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 Championship (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. In both alternatives, it is important to co-operate with the Norwegian organization for distribution of apprentices, OPPIFINN, and we suggest that they will be given a role as cooperation partner in the project.

If we succeed, the Board recommends that Arctic Skills continue as an Open Class school competition. An alternative could be that apprentices are in the Open Class, another would be a competition between Second graders. Our experience so far, 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!

10. Selection of competences



Originally, we intended to hold competitions in 15 competences. Today we have reached 14. In most of these competences, participants from all three counties compete against each other – and we have experienced that the number of participants increase each year. In the board meeting in Tornio some new competences were launched:

- Waiter (propositions from Norway and Russia)
- Tourism (proposition from Finland and Russia)
- Duodji, hard materials (proposition from Finland, 2 participants)
- House Painting (Can Finland arrange the competition in Kirkenes?)
- Health care as a team competition)
- Entrepreneurship

Hose painting, Duodji and health care is already on the program, so the actual increase will be by three competences, which gives us a total of 17.

The number of skilled trades is a challenge for the tournament host. This year, we chose to hold the competition at a college campus in Tornio, which has facilities for all of the competing skilled trades. This may or may not, be the case for next year's host. 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 can consider the hall alternative in the future. It will make the tournament more compact and presentable for an audience, but it will increase the costs immensely. We believe that the competition is best held in the skilled trades' own workshops and teaching areas. It is important not to take on too much at one time. Next year's tournament will take place on the premises of Kirkenes upper secondary school, which probably has most of the resources needed.

The Board recommends cautiousness in expanding the number of skilled trades in the competition. However, we see no reason why we cannot include the proposed competences from the board meeting in Tornio. This, of course, must also be a decision for the host.

11. Reflections over the timeframe

This year's arrangement was executed within a timeframe of 9 hours. Some competences were able to complete the competition in 5 hours, others could have well-used more than nine. The Board and delegations experienced the timeframe as sufficient, and see no need for changes.

The timeframe is set by the budget, number of participants, and the extent of the tasks and to a degree, the number of skilled trades in the competition. Making the arrangement a meeting place for everyone who is interested in developing skilled trades instruction in the Arctic region has been 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. This must be an important part of the tournament.

12. Cooperation with organizations, trades and 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 project. It is about organizing more apprenticeships and to develop closer cooperation and better partnership between local companies and schools. Companies and industry contribute with equipment and materials; they can also contribute with judging expertise, as well as significant economic support. Improving the quality of our skilled trades' instruction is a common responsibility – shared equally by schools and employers.

We have had several contacts with the Training Offices in Finnmark. The Interdisciplinary Training office in East Finnmark has played a particularly important role in this project through the designated Project consultant and the resources they provided during the competitions. Contacts with other Training Offices throughout the region can and ought to be improved. In Finnmark, the Training offices has organized themselves in one common organization, OPPIFINN, and are ready to play a more active role in the Tournament. On the Norwegian side we have signed an agreement of cooperation with the Norwegian organization for employers and the trade union. We plan to do the same with WorldSkills Norway, KS - the Norwegian organization for municipalities and regions, Statoil and OPPIFINN.

On the Russian side, we have had request from the organization IEK about a formal partnership. IEK is involved in the Russian trade skills Competition of electricians, and can be an important partner for Arctic Skills. So far they have signed a partnership agreement with the college of Kandalaksja/Murmansk. We hope that the Russian side can follow up the development of this partnership.

Clarifying the role of the business community and entering into formal agreements of cooperation will help the Board reach the project goals. This work includes future project development and can be financed by earmarked funds from Kolarctic.

13. People meeting people



A gathering of 170 students, experts, judges, leaders, politicians, organizations, branches and businesses from three nations, offers a great opportunity for interaction between people. It is an arena for developing new ideas and projects, new contacts and friendship. We

will also underscore the importance of the networks between experts as an arena for continuous cooperation, and with a great potential for the future.

People meeting people, developing understanding and knowledge, is a goal of high importance in these kind of projects. It can come without planning, but it is important that the arrangers have this goal in mind while planning the Tournament.

14. Organizing and Financing of the work next year?

The Board recommends that the current project leadership structure remain, with some changes in resource use and function. Kirkenes Upper Secondary School is pilot project owner until 2018. A new structural model has been developed based on funding and strategies from Kolarctic, but the call for proposals to the Kolarctic CBC Program will not be clear before 21th of September 2018, and no decisions will be made before December 2018, probably later. This means that it will be necessary to prepare an application to the Norwegian Barents Secretariat for Kirkenes, within approximately the same economical frames as last year. In addition to this application, we intend to further an application to the North Calotte Council (Nordkalottrådet) which, provided their acceptance, can add an amount of 10 000 Euros to the project.

Arctic Skills will 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 board and next year's host. The board recommends that a consultancy resource be budgeted and set in the applications for next year's competition. We must also set a resource for the

executive leadership in Kirkenes. Due to the annual contribution from the County council of Finnmark until 2021, this can be financed by these means.

Skilled experts will continue to be an important resource for next year's arrangement as well. **The Board recommends that this year's competition tasks be carried over with some small changes.** Kirkenes Upper Secondary School has good English competency, which can be used in the future.

15. Challenges for the future

- The Board will draft a media plan/information strategy. A resource will be set aside for the media contact person.
- 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.
- The Board recommends caution in expanding the number of skilled trades in the competition. However, we see no reason why we cannot include the proposed competences from the board meeting in Tornio. This, of course, must also be a decision for the host. We also recommend a continuous participation of students from Taymir.
- The Board will draft an agreement of cooperation with authorities and organizations.
- The Board recommends that Arctic Skills continue as an Open Class school competition. An alternative could be that apprentices are in the Open Class, another would be a competition between Second graders. Our experience so far, 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!
- The Board will focus its effort in defining the business community's role in the project and form formal agreements of cooperation where they are beneficial to the project goals. This effort includes future development of the project, financed by a grant from Kolarctic.
- The board recommends that a consultancy resource be budgeted and set in the applications for next year's competition. We must also set a resource for the executive leadership in Kirkenes. Due to the annual contribution from the County council of Finnmark until 2021, this can be financed by these means
- The Board recommends caution in expanding the number of skilled trades in the competition. However, we see no reason why we cannot include the proposed competences from the board meeting in Tornio. This, of course, must also be a decision for the host.