



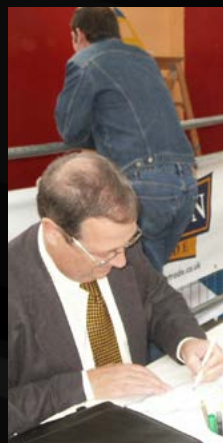
40

A CELEBRATION OF EXCELLENCE
**40 YEARS SUPPORTING THE NEXT GENERATION
OF INDUSTRY PROFESSIONALS**





*Sandie Webster,
Apprentice Decorator of the Year
winner 2013 and competition
judge since 2018*



40 YEARS YOUNG FOR THE **APPRENTICE DECORATOR OF THE YEAR COMPETITION**

By Philip Cefai, managing director at Crown Paints

I'm extremely proud of Crown Paints' continued support of the Apprentice Decorator of the Year competition - we've been a sponsor every single year since 1979.

During our time as main sponsor, we've seen hundreds of talented apprentice decorators take part and go on to achieve great things in their careers. This yearbook is a celebration of the last four decades but it's also a chance to look to the future of the competition and the industry.

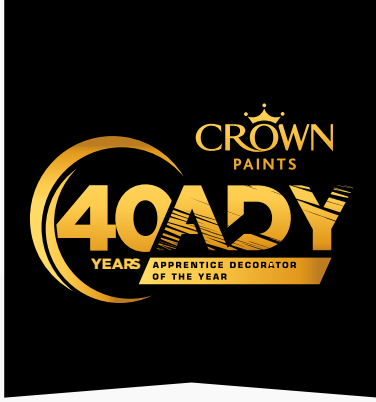
The Crown Paints Apprentice Decorator of the Year competition has gone from strength to strength and is now held in association with SkillBuild as part of the national WorldSkills UK show - the largest event of its kind in the country. As a main sponsor we've donated tens of thousands of pounds worth of paint and sundries for each regional heat and national final to ensure that the event can continue to offer our apprentices the opportunity to compete on a national and international stage.

The competition encourages apprentices to focus on key skills including attention to detail and time management – skills which should

stay with them throughout their careers and help them on the road to future success.

As I'm sure others in this yearbook will echo, we've been more than happy to invest in and support our apprentices over the years. Looking after the next generation of tradespeople has always been, and always will be, incredibly important. It's wonderful to see our young people learning and growing in confidence through taking part in the Apprentice Decorator of the Year competition – long may it continue!





APPRENTICES ARE THE KEY TO OUR INDUSTRY

By Neil Ogilvie, chief executive of the Painting & Decorating Association

I've been in the painting and decorating trade since 1977 (just two years before Crown Paints began sponsoring the prestigious Apprentice Decorator of the Year competition). Having started out as an apprentice straight from school myself, I'm passionate about the need to support our apprentices at the very start of their careers.

Apprentices are without a doubt the lifeblood of our industry – they bring buckets of enthusiasm as well as new ideas and different solutions to challenges. Not only that, but as they've been brought up using new technology and the latest products, they're happy to try their hand at using a new product or mastering a different technique.

With the skills shortage still a very real threat to our industry, it's never been more important to encourage apprentices to join and stay in the industry. It's a trade that will always be needed - no one has managed to devise a robot with the same finesse and skills as a trained decorator yet and the demand for painters and decorators continues to grow.

This year the Painting and Decorating Association celebrates its 125th anniversary and while a lot has

changed since 1894, in many respects the craft itself is still the same as it ever was - you need real skill and it offers the incredible sense of satisfaction of seeing a space transformed.





Over 40 years....

- Thousands of competitors
- Over a hundred colleges/training providers
- Hundreds of medals awarded
- Tens of thousands of litres of Crown Trade paint used



ADY gives the
UK's most talented
apprentice decorators
the chance to shine



MEET THE JUDGES



Kevin O'Donnell, head judge

Judge since: 2002

Day job: I'm the national product trainer and competitions manager at Crown Paints and part of that role includes working with colleges, WorldSkills UK and the CITB to organise the ADY competition. To keep the competition fresh, the task for the final is designed specially by Crown Paints each year and I work with the team to make sure the design tests all the elements we need to assess, whether it's creative tasks, setting out, timed applications, cutting in or stencilling.

Trained at: Reading Art and Technology College



Mike Thomas

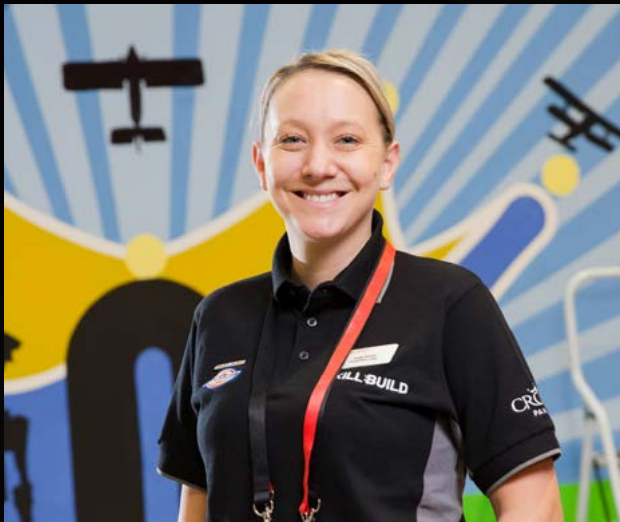
Judge since: 1984

Day job: Technically retired, I used to be a lecturer at Hastings College and before that I was the secretary of the Association of Painting Craft Teachers, who originally founded the ADY competition which means I've been involved with the competition for at least 35 years.

Trained at: Hastings School of Art



What makes an Apprentice Decorator of the Year stand out?



Sandie Webster

Won the ADY competition in 2013

Judge since: 2018 as a full-time judge, before that I helped out where I could at the regional heats.

Day job: Since completing my apprenticeship I set up my own company and I've had to take on another employee to keep up with work coming in.

Trained at: Lincoln College



Ben Deer

Won the ADY competition in 2015

Judge since: 2018 as a full-time judge, before that I helped the judges at the ADY regional heat at South Devon College in 2017 which I thoroughly enjoyed.

Day job: For the last four years, I've worked with my dad at his company, J.W. Deer Painter and Decorator.

Trained at: Bournemouth and Poole College

Put simply, we're looking for the best painters and decorators in the country. We want to see decorators with the full package of skills – attention to detail, time management and finesse but we also want to see that they can complete all of the elements of the task while maintaining a clean and tidy workspace too.

As the national final is held at the busy WorldSkills UK Live event, they need to be able to hold their nerve and block out the noise and distraction of hundreds of visitors to the show watching them in action.



OVER THE YEARS A LOOK TO THE PAST

It's not just the clothes and hairstyles that have changed over the decades, the trends and techniques showcased in ADY competition have also evolved.

From its humble beginning in the late 70s to today's status as one of the UK's premier painting and decorating skills competitions, the last 40 years have been colourful to say the least.



The designs then, as now, were created based on and around the current curriculum. So in the early days of the competition this included broken colour, marbling, graining and sign writing demonstrating artistic flare, which would be considered different to today's standards. The techniques apprentices are judged on have evolved over the years to ensure it's always current, though the core skillset remains the same.

Originally a single event with only around 20 apprentices taking part, the ADY competition expanded its reach in the 1980s with the introduction of regional heats in the north and south. The apprentices were also reaching high to take on the current trend of artex ceilings and wallpaper borders!

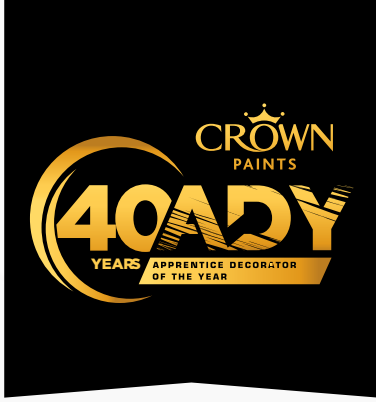
The competition continued to grow with the introduction of four additional regional heats and

a national final in the 90s - a decade characterised by minimalism, neutral colours and, of course, magnolia. As we moved into the early noughties, it wasn't just feature walls and bolder colour schemes that soared in popularity, the ADY competition nearly doubled in size.

As the criteria was changed to accommodate a variety of different competencies and apprenticeship levels, scores more talented apprentices signed up to take part.

As well as contemporary trends, the competition has also been influenced by significant events, with the 2018 final featuring a commemorative design to mark the centenary of the start of the First World War.

Times may change but it's clear the ADY competition never goes out of fashion!



TRAINING THE BEST PAINTERS AND DECORATORS

By Michael Swan, WorldSkills UK training manager

What do WorldSkills UK painters and decorators have in common with Olympic sporting heroes? You might be surprised to learn that in preparation for the global WorldSkills and EuroSkills competitions, held every two years respectively, we put the UK's top apprentice decorators through some of the same intensive training as Olympic athletes.

I've been involved with WorldSkills UK for the best part of 15 years and during that time I've had the privilege of training so many talented apprentices, putting them through their paces ahead of each WorldSkills UK event.

The WorldSkills UK squad is comprised of the best young apprentice painters and decorators in the country, with their performance at Crown Paints' Apprentice Decorator of the Year a key deciding factor for who makes the team. The squad has to complete hours of training at Loughborough University, undergoing the same training programme as Olympic level athletes – with advice on nutrition and psychology given on top of fitness and stamina training to enable apprentices to hold their nerve for the gruelling four-day competition. That's all on top of work to hone their decorating skills to make sure they are on point for the competition.

For me the most rewarding part is watching the change in our competitors, seeing them grow in confidence and knowing that they'll go on to do amazing things and be brilliant decorators ready to take on the world. I never cease to be amazed

by the time and dedication the apprentices put into their training – don't forget, it's all done while they continue to work and study full time too.

Seb Coe once said something which has always stuck with me; it would be possible to have the WorldSkills event without the Olympics but it would be impossible to have the Olympics without the vital trades which we celebrate through WorldSkills. It's very true and we should certainly be proud of our industry and especially our talented young apprentices who are so important to the future of the trade.





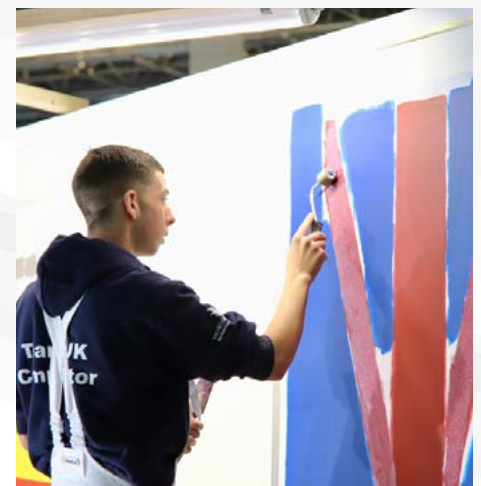
Peter Walters, WSUK Training Manager; Jordan Charters, WorldSkills UK competitor for Abu Dhabi 2007; and Mark Nevin



Callum Bonner with Michael Swan at WorldSkills, Kazan 2019



Crown Young Decorator of the Year competition, Perth College 1984 - 3rd right - Michael Swan



WORLD SKILLS UK SUCCESS STORIES

Callum Bonner

Callum entered the ADY competition in 2017. He was then selected to take part in the EuroSkills competition in September 2018 before earning himself a coveted place representing the UK at this year's WorldSkills final, which was held in Kazan, Russia. He was awarded a medallion of excellence and also won the speed test, so he can say he's the fastest painter in the world – quite an accolade!

Mark Nevin

Mark won the Apprentice Decorator of the Year competition in 2005 and went on to scoop two gold medals at the WorldSkills event in Calgary, Canada in 2009. He's gone on to win a host of other industry awards since and now assists in the training and mentoring of apprentices, including Jordan Charters who competed at WorldSkills in Abu Dhabi in October 2017 and won a medallion of excellence.



PASSING ON SKILLS TO THE NEXT GENERATION

By Peter Wilkinson, ADY winner in 1986 and former lecturer at Preston's College

I started my career as an apprentice and having been a painting and decorating lecturer at Preston's College for the last 25 years, I've been on both sides and I've seen first-hand how competitions like ADY form part of their training.





In 1986 I was studying at college and my lecturer suggested I enter 'The Young Decorator of the Year' competition, as it was known then. I scored highest in my regional heat and went on to win the national final - it's still something I'm proud of to this day!

My employer was really supportive and I remember him using news of my win in the regionals and the final as part of his marketing activity. The competition certainly helped my career progression and I started teaching at Preston's College when I was 27. I've now retired from teaching but I'm still training through my company, the PaintTech Training Academy. We have five specialist centres where we teach decorators techniques such as how to use spray paint machines effectively.

I've always been a big advocate of the Apprentice Decorator of the Year competition and in my role at Preston's College I've coached numerous students through the competition. It's a great chance for them to expand their horizons by meeting other talented young people from across the country, not just in their local area. Working alongside the best of the best certainly improves their skills and confidence too.

A key part of the training for the competition is making sure our apprentices can cope under pressure, but once learnt it's a skill that will stay with them throughout their career.

Now that the competition is also run in partnership with SkillBuild, it opens up even more doors to apprentices as they embark on their careers. But ultimately whether they win or not, everyone who takes part in the competition will benefit – personally and professionally.

THE CLASS OF 2019



Jordan Harrison

Jordan, 20, trained at PM Training and is studying for his Level 2 Diploma and NVQ at Newcastle Stafford College Group; he works for Novus Property Solutions. Jordan says that the Apprentice Decorator of the Year final is the biggest competition of his career, and he has some good advice for future competitors: ***"Don't get stressed about coming first, or where you finish, especially if it is your first time entering. Just go for the experience and try to enjoy it."***

Marc Emery

Marc, 33, currently attends Cardiff and Vale College and is following in his father's footsteps by becoming a painter and decorator – Marc says his dad is his biggest inspiration. While he's keen to maintain his precision and planning in the final, his favourite part of decorating is wallpapering. Marc's advice to other apprentices taking part in the competition is simple: ***"Take your time with the competition, and don't rush. Just enjoy the moment!"***



Megan Talbot

Megan, 20, is a painting and decorating apprentice and a neighbour to Darwen-based Crown Paints, as she studies at Accrington and Rossendale College. She is also currently working with Matt Dempsey Painting and Decorating. Megan is really looking forward to competing at a national level, and will be making sure she takes her time over the task. She said: ***"My favourite thing about painting and decorating is the transformation of a project, from what it was to what it can become."***

Rebekah Holden

Rebekah, 19, currently attends City College Plymouth and works for Eliza Tay Lady Decorator & Interior Designer, and her boss helped her a great deal as she prepared to take part in the final. Rebekah is all about precision, saying that she finds cutting in and getting the straight edges on the walls the most satisfying part of the job. She has good advice for those taking part in the ADY competition: ***"Take deep breaths and stay calm: it can be stressful, but you can do whatever you put your mind to."***





Gatis Celmins

Gatis, 35, attends Inverness UHI and works for Bell Group in Inverness, and is happy that his hard work is paying off. His favourite part of decorating is wallpapering and signwriting, and despite his achievements he says that he is still learning how to undertake the trickier aspects of the job. Commenting on the final, Gatis said; ***"I have never been in a competition before the heats, so I didn't know what to expect on the day – but I know that practice makes perfect!"***

Lewis Metcalfe

Lewis, 19, studied at Leeds College of Building and is delighted that all his hard work is being recognised. Lewis has worked with national contractor Bagnalls since 2016 and credits their ongoing commitment and support with much of his success to date, saying: ***"Throughout my apprenticeship my managers and colleagues at Bagnalls have been there every step of the way, helping me and providing me with everything I need to get to where I am now."***

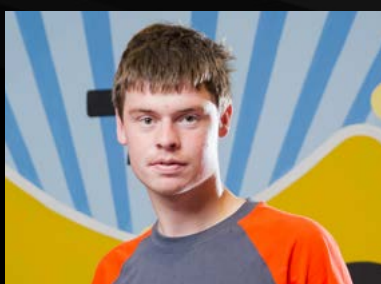


Abi Johnson

Abi, 21, is employed by Bagnalls in her native Bradford, and studied at Leeds College of Building. She credits the Apprentice Decorator of the Year competition with raising her profile and helping her to get her job with the contractor. She understands the importance of timekeeping thanks to her experience in the regional heats, and her love of detail-work should stand her in good stead: ***"I prefer doing the intricate work, things that take a steady hand that other people find frustrating."***

Bridie Kilby

Bridie, 20, attends Leicester College and works for Jelson Homes, and is taking part in the ADY final for the second consecutive year. Bridie credits her college tutor Kirk Staines and work supervisors Paul Gambin and Scott Percival with inspiring her, saying: ***"They have all taught me everything I know about the industry so far and I one day hope to become as successful as they are."***



Thomas Nowell

Thomas, 20, studied at Truro and Penwith College and is competing for the Apprentice Decorator of the Year title once again, after taking home the silver medal at last year's competition. Thomas chose to start a career as a decorator after enjoying his art lessons at school, and wanted to use these skills throughout his working life. He commented: ***"It would mean everything to me to win the ADY final this year."***

WORKING WITH CONTRACTORS TO **SUPPORT OUR APPRENTICES**



Stephen Bagnall,
Group managing director, Bagnalls

"We are so proud of our apprenticeship scheme here at Bagnalls and it's great to see how their confidence grows during their three years training. The 'Apprentice Decorator of the Year' competition encourages our apprentices in two further ways. Firstly, it shows off the skills developed by our advanced apprentices and secondly, it motivates and inspires our more inexperienced apprentices and encourages them on their journey. Thank you Crown Trade for giving our apprentices a stage to showcase their talents."



Jo Down,
Academy officer, Ian Williams

"Ian Williams' multiple award-winning Academy was created to formalise the significant investment we commit to the training and development of our entire workforce, with a focus on Apprenticeships and Trainee Surveyor programmes. Awards like ADY help celebrate the successes of the vital role that apprentices play in our businesses and shine a light on their commitment and dedication to the construction sector."



Michael Anderson
National Sales
Development Manager



Colin Cochrane,
Group director, Bell

“Our apprentices bring great value to our business and are a significant part of our success. We believe today’s apprentices will shape our future industry and are fundamental in addressing the skills shortage in the sector, and competitions like the Apprentice Decorator of the Year serve greatly in motivating apprentices even further.”



Alan Nixon,
CEO, Novus Property Solutions

“Throughout our long history, apprentices have always played an important role in our success. More widely, the construction sector relies heavily on the pipeline of new talent to ensure that knowledge and skills are transferred and strengthened for future years. Competitions such as SkillBuild are a fantastic opportunity to showcase the best of the new talent in the sector and for individuals such as our own Jordan Harrison, to receive recognition for the skills they have developed and are continuing to develop.”

“The ADY competition is a fantastic way for apprentices to develop their practical skills as part of their training. We appreciate the time our apprentices and their employers alike put into preparing for and taking part in the competition every year. Apprentices are a vital part of the future of these companies as

well as the wider decorating industry, so we know that they see it as a worthwhile investment. I’m proud to see how many apprentices we’ve put through their paces during the competition over the last four decades thanks in no small part to the support of decorating contractors across the country.”



LIFE AFTER WINNING THE APPRENTICE DECORATOR OF THE YEAR

By Aiden Dearie, the 2018 Apprentice Decorator of the Year

Since the Apprentice Decorator of the Year competition was launched 40 years ago, it's provided competitors with important skills and an experience that can enhance their career - something 2018 winner Aiden Dearie would agree with. Here, we catch up with him to find out what his life has been like in the year since he was named Apprentice Decorator of the Year.



THINK YOU HAVE WHAT IT TAKES TO BE THE NEXT APPRENTICE DECORATOR OF THE YEAR?

If you've been inspired to take part in Apprentice Decorator of the Year, applications for next year's competition will be open in early 2020.

The competition is open to painting and decorating students and apprentices across the UK, with the support of a lecturer, training supervisor or employer. A series of regional heats will take place at selected colleges over the summer and from that the highest-scoring competitors will secure themselves a place in the grand final at WorldSkills UK LIVE, where one will be crowned Apprentice Decorator of the Year.

The winner of Apprentice Decorator of the Year may also be given the opportunity to represent the UK at WorldSkills, which has recently been hosted in Brazil, Abu Dhabi and Russia. The next WorldSkills event will be held in 2021 in Shanghai, China.

If you think you've got what it takes to be named Apprentice Decorator of the Year 2020, please visit www.crowntrade.co.uk/skills-training and keep an eye on our social media channels for updates and more information on how to enter.

How did it feel to be named 2018 Apprentice Decorator of the Year? I'm so proud of what I was able to accomplish and I'm delighted to have actually won. It was my second time taking part in the competition, so I knew what to expect and it showed me that if I remain calm, I can achieve great things.

What was the biggest thing you learnt while taking part? That I'm a good painter and decorator! Taking part in the competition and eventually being named the 2018 Apprentice Decorator of the Year gave me much more confidence in my abilities which I've carried through to my work since.

What have you been up to since winning the competition? I have been rewarded with a full time permanent job at City Building Glasgow, which I'm really pleased about. As part of my role I work in one of Glasgow's most prestigious buildings

- the City Chambers at George Square - and I get a huge amount of satisfaction from ensuring it looks pristine, as a building of that standard should. I've also never had my photograph taken so much!

How has taking part in Apprentice Decorator of the Year helped you in your career so far? If I hadn't won the competition, I might not have been offered a permanent role as quickly, so having that uncertainty taken away from me has been brilliant. Going forward, I'm hoping to take advantage of the further education opportunities at City Building Glasgow and progress through the company.

What advice would you give to anyone considering taking part in future? I would definitely say go for it! It's a brilliant experience - not only in terms of the decorating skills you can learn and demonstrate, but also getting to travel and meet new people from all over the UK. You definitely won't regret taking part.



40

A CELEBRATION OF EXCELLENCE
**40 YEARS SUPPORTING THE NEXT GENERATION
OF INDUSTRY PROFESSIONALS**

