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# WorldSkills | Annual Report 2018





# President's Message

# CEO's Message

**WorldSkills is about the future. We celebrate the power of skills to empower young people today, but we always look forward to the role we will play in improving the lives of future generations.**

To do this, we constantly seek new horizons. In 2019, we will bring the WorldSkills Competition to Russia for the first time, just as WorldSkills Abu Dhabi was a first in the Middle East.

In 2021, it will be the turn of Shanghai and China, another new destination for the world's greatest skills competition.

With Vision 2025, we look to go ever further. African countries remain underrepresented in WorldSkills, but we can proudly say the first steps to address this are already being taken, with the first WorldSkills Africa Competition held this year in Kigali.

Our organization is a vast source of human expertise and talent that we can harness to help those who yearn for a better life, but all too often lack the opportunities to do so. In this we are also supported by our corporate sponsors, our much valued Global Partners, and also our other stakeholders including the Conference Coalition.

The debates about these challenges and the changes that accompany the Fourth Industrial Revolution, are a priority whenever we meet.

In 2018 our General Assembly was held in Amsterdam. We would like to express our thanks to our hosts WorldSkills Netherlands, one of our earliest Members and the host of three previous Competitions.

With the Champions Trust, we recognize that young people are at the heart of what we do. It is our Champions, and their stories and achievements, that remind us of the importance of our work. They will continue to inspire us and our work to 2025 and well beyond.

**Simon Bartley, President of WorldSkills**



**Building a better future will be achieved not just by ideas, but through hard work, with substantial progress made in 2018 towards WorldSkills Vision 2025.**

For this, thanks must go to our Members, our Partners, and the members of the WorldSkills Secretariat for their commitment to changes that will ensure that WorldSkills is central to maintaining the relevance and effectiveness of vocational skills and education in the 21st Century.

This was evident at the General Assembly and Conference in Amsterdam, where participants were given greater space and opportunity to contribute to the Strategic Action Plan, moving away from formal working groups towards networking, sharing, and learning.

WorldSkills General Assembly 2018 also approved a number of major reforms, including the "Skills In Skills Out" working group which will be ready for WorldSkills Shanghai 2021, and a new organizational structure that includes a nominations committee for the Board.

In addition, 30 videoconferences and four days of face-to-face meetings in London and Hong Kong allowed us to develop the direction of a number of key topics in the implementation of Vision 2025.

As always, young people and the part skills play in changing their lives and creating a better and fairer society, are at the heart of our movement.

We look forward to WorldSkills Kazan 2019, which will be held at the purpose built Kazan International Exhibition Centre.

Solid achievements have also been made in another vital aspect of Vision 2025, with the opening in 2018 of the first WorldSkills Capacity Building Centre in Korea, and the first WorldSkills Africa Competition in Kigali, Rwanda.

These first steps towards bringing the expertise of WorldSkills to the developing world, ensure that skills, and the more prosperous and peaceful societies they create, are no longer a dream but a reality.

**David Hoey, CEO of WorldSkills International**

# General Assembly

Although the Netherlands has hosted no fewer than three WorldSkills Competitions, it was a welcome first time visit for the **General Assembly** to Amsterdam.

WorldSkills General Assembly 2018 was also the **largest so far**, with **500** delegates, guests, and speakers from 79 countries and regions. They included 30 WorldSkills Champions taking part in Champions Forum 2018.

The **WorldSkills Conference** was expanded to the General Assembly for the first time, replacing the WorldSkills Leaders Forum. The objective was to engage external stakeholders and incorporate their input,

while building connections and capacity amongst Members and partners.

The General Assembly also hosted working group discussions to examine WorldSkills focus areas, as well as the refreshed WorldSkills brand.

Other important decisions included the implementation of the Strategic Action Plan, including a **"Skills In Skills Out"** working group to examine skills in future competitions and to better manage competition size, with implementation for **WorldSkills Shanghai 2021**.

A new organizational structure was agreed. It included reforms to the Board, with the

establishment of a Nominations Committee for Board elections, and a new body the WorldSkills Experts Foundation. The Excellence in Marking proposal was also endorsed for implementation at WorldSkills Kazan 2019.

The General Assembly also heard pitches from five finalists in the **BeChangeMaker competition** for young social entrepreneurs, selecting three winners.

Looking ahead, Ireland, one of WorldSkills earliest Members was selected to host the **General Assembly 2020**, which will be held in Dublin.





“ When young people are empowered to create opportunities for ourselves, we can design the future world we want to live in. That’s what I believe in, that’s the reason I am part of this movement.

*Jacqueline Tanzer*  
WorldSkills Champions Trust  
Regional Representative  
for Europe

”

## Vision 2025

Adopted in 2016, **Vision 2025** sets out the future direction of WorldSkills and our strategy for a global organization that continues to grow in size and scope.

It identifies three broad strategic goals to achieve this, by raising the ambition and opportunities of vocational training and education, enhancing the quality of VET provision by improving connections to labour markets and employers, and building the organizational capacity of WorldSkills and the global competitiveness of Members through skills.

Practical steps to achieving this in 2018 included 30 video conferences and four days of face to face meetings that allowed Members and Global Partners to focus on the issues that are most important to them.

At the **General Assembly 2018**, the areas of Vision 2025 that were approved included a

new, including a new organizational structure, including changes to Board elections, and a new “Excellence in Marking” project for WorldSkills Kazan 2019.

Vision 2025 also seeks to develop excellence in skills and training to regions where it is most needed, including the developing economies.

African countries have been significantly under-represented as Members of WorldSkills, so the first WorldSkills Africa Competition, held in the Rwandan capital Kigali in November was a major step forward.

As a pilot, the Competition attracted Competitors from six African countries in seven skills, with every sign that this new relationship will continue to grow.

# WorldSkills Conference

Taking place alongside the WorldSkills General Assembly in Amsterdam, the **WorldSkills Conference 2018** took as its theme **“Uniting For Youth: Building Networks for innovative skills solutions”**. The programme reflected the challenges and opportunities in a rapidly changing world.

The Director of WorldSkills Netherlands, Jos de Goey called it, *“an opportunity for young people to tell their own stories and for Delegates to listen to them and prepare them for the future labour market, which is experiencing rapid changes across all skill sectors.”*

The two-day Conference focused on the three WorldSkills building blocks, with speakers addressing ways of inspiring young people to take up skills, asking how raising the standards of skills can be best developed, and exploring ways to influence national and international stakeholders to improve skills provision.

Those addressing the Conference included the futurologist Ruud Veltenaar, best-selling author

and philosopher Martijn Aslander, and Professor Dr Paul Kirschner.

With the participation of Ingrid van Engelshoven, the Minister of Education of the Netherlands, discussions also focused on the Dutch “Triple Helix” concept that intertwines government, education and industry, and which ensures skills are consistently raised to a higher level.

**The next WorldSkills Conference will take place at WorldSkills Kazan 2019, 23–24 August.**



“

I want girls and young women to feel empowered by the fact that they can do anything. Will you help me create a world where we allow them to dream just as big as I did, with only the sky as the limit?

”

*Caroline Söderqvist*  
WorldSkills Champions Trust  
Regional Representative  
for Europe

# WorldSkills Kazan 2019

The clock is ticking fast for the **45th WorldSkills Competition**, which will be held for the first time in Russia, in the city of Kazan.

On the banks of the Volga river, Kazan is no stranger to major international events, with several games in the 2018 FIFA World Cup played in the capital of Tatarstan.

The city is rolling out the red carpet for WorldSkills in 2019, when the Competition will be hosted at the brand-new purpose-built International Exhibition Center Kazan Expo.

With **75,000** square metres, it will feature three main exhibition pavilions, and connects directly to the airport through a covered walkway.

Another exciting element is the WorldSkills Village where Competitors and Experts can live and share their experiences together.

At the Competition there will be a **Future Skills zone**, a 10,000 square metre “smart city” concept, to showcase cutting edge thinking on everything from agriculture and energy to ecology and transport, and a glimpse of what

professional skills and work might look like in the coming decades.

**WorldSkills Juniors**, a competition for 14 to 16-year olds, will run alongside the event. It is expected that more than **1,300 Competitors**, **1,300 Experts**, and **250,000 visitors** will attend WorldSkills Kazan 2019 activities.

The sixth largest city in Russia, Kazan is just over 700 km from Moscow, while its location puts it within 1,000 km of half of the population of Russia (more than 70 million people).

Kazan’s population of 1.2 million is made up of 100 different nationalities, while the Kazan Kremlin is a World Heritage Site.



# Flag Relay



**Flying the flag** for WorldSkills Kazan 2019 has been one of the key messages leading up to the next Competition.

Over the past year the official WorldSkills Flag has been on a relay — which has taken it around the world, and beyond.

In January, the Flag was flown on a Soyuz capsule to the International Space Station, where it was proudly displayed by two Russian astronauts before returning to Earth.

The objective of this first Flag Relay is much like the Olympic torch relay. To raise awareness of WorldSkills Kazan 2019, and building excitement as it travels closer to the host city.

For the first stage, the Flag travelled to the 20 countries that had previously hosted a WorldSkills Competition.

It began in Madrid in March, where a dozen Competitors took part in the first Competition in 1950, launching the movement that later became WorldSkills.

At each leg an embroidered patch was attached to the flag, commemorating each of that country’s Competitions.

In total the Flag Relay made a 161,000 km journey through 21 countries and regions and five continents.

In August the Flag arrived in Russia to cross the world’s largest country by landmass.

After making 24 stops to spread the message of WorldSkills Kazan 2019, the flag will then travel through each Tartastan region before arriving in the host city for the Opening Ceremonies in August of 2019.



“

I urge all communities to invest in vocational education so that others may have the same opportunities, regardless of where they live, their gender, or social economic status.

*Kieron Kohlmann*

WorldSkills Champions Trust  
Regional Representative  
for Americas

”

## Technical Preparations

Technical preparations are now at an advanced stage for **WorldSkills Kazan 2019** across all key areas.

After the successful rollout of a new skill management structure for WorldSkills Abu Dhabi in 2017, Skill Competition Managers (SCMs) are expanded to now cover 42 skill competitions. Between April and June 2018, workshops were conducted as part of the on boarding and training of Skill Competition Managers.

In August 2018, provisional registration saw 56 skill competitions confirmed for WorldSkills Kazan 2019.

The new International Exhibition Center Kazan Expo has been specially constructed for the 45th WorldSkills Competition, located next to the city's international airport, and covering 74.8 hectares. It was officially opened in October 2018.

After the success of the **pilot project for joint assessment** in Abu Dhabi, this was supported by

the Competitions Committee and subsequently ratified by the General Assembly in October 2018. The joint assessment using Independent Assessors has been further developed with a more customized approach and will be implemented in a broader range of skill competitions such as Industrial Mechanic Millwright and Jewellery, as well as Cooking in 2019.

Finally, **sustainability** is always at the forefront of every aspect of preparations for the skill competitions in terms of space and infrastructure, as well as sustainable practices in the conduct of the Competitions and industrial work practices.

In 2018 Skill Management Teams, Global Partners, and some Event Sponsors were briefed on the **Sustainability Practice Award** introduced at WorldSkills Abu Dhabi 2017. WorldSkills has started working with at least five skills to implement this award — to bring about a focus on good environmental practice at our Competitions.

# WorldSkills Shanghai 2021



It's never too soon to look to the future, and **WorldSkills Shanghai 2021**. The world's greatest skills competition is looking east again, this time to mainland China where it will be held for the first time.

At the General Assembly in Amsterdam, Vice Minister Tang Tao, Deputy Director, Ministry of Human Resources and Social Security provided an update on the planning of WorldSkills Shanghai 2021.

Shanghai is one of the world's most dynamic and exciting cities. Skills education and development for the population of 1.2 billion is a priority of the national and municipal governments.

Shanghai was confirmed as the host for WorldSkills Competition 2021 at the General Assembly 2017.

The Competition is scheduled for **late September 2021**, and will be held at the city's National Exhibition and Convention Centre. It will be held under the theme **"New Youth, New Skills, New Dream."**

Preparations are already well underway, with China's Vice Premier Hu Chunhua telling the first plenary session of WorldSkills Shanghai 2021 of his hopes that the event would lead to greater exchanges and cooperation between the People's Republic of China and the rest of the world.

China's successful bid included exciting plans for the first **WorldSkills Museum** to be opened in Shanghai as a legacy of the event in 2021.

A call has gone out to Members to offer materials that can tell the story of the WorldSkills movement. The Museum will also tell the history of skills and craftsmanship, and there will be an international centre for skills demonstrations and training.



“ Being on the Champions Trust made me a global citizen who cares about world's problems and who dares to look for solutions.

*Anna Prokopenya*  
WorldSkills Champions Trust  
Regional Representative  
for Europe

”

# Our Brand

A **major review** of the **WorldSkills Brand** was presented to General Assembly 2018. It followed an 18-month long consultative process, which reflected the recent growth of our organization and the objectives of Vision 2025.

The result is new brand positioning for the organization. This includes the introduction of three **Building Blocks** that summarize the work we do, and core brand languages which emphasises the **centrality of young people to our work**.

We also stress the relevance of skills and skills competitions as solutions to the challenges within the global economy.

Our brand positioning includes our medium-term goal for the Marketing and Communications department to increasingly act as an enabler for the movement, with content production open to as many as possible.

The objective of the new brand positioning is to support WorldSkills in the context of Vision 2025, and its continuing growth, to develop the

positioning of the WorldSkills Conference, and to ensure our organization becomes more vocal in the global debates about the future of skills and VET.

This work also finalises the previously incomplete brand review from 2014 and included a relaunch of the website in 2018, the publication of a sharper, more concise Brand Book, and a new brand animation has been viewed more than 830,000 times.



*Inspire*



*Develop*



*Influence*

# Our Brand



The concept of **“Skills Change Lives”** is central to our new brand language, reflecting that **individual** and **societal change** is at the heart of WorldSkills mission to support young people through the potential of skills to build stronger economies and better societies.

It is expressed in our **three Building Blocks: Develop, Inspire, and Influence**, which show the ambitions of our focus areas. These include career building, skills competitions, and international cooperation.

Our visual identity is also strengthened by the refined WorldSkills logo, and updated visual identity, to visually reinforce our position that skills are the building blocks of life.



# Champions Trust

This year the members of the **Champions Trust** have been **important ambassadors for WorldSkills**, demonstrating the potential of vocational training and education.

Ten members of the Trust, representing skills, and ten countries, started what will be a two year journey — beginning in January 2018 in Shanghai where they were given an intensive weeklong training course. The training included everything from public speaking and press training to social media development and exercises in leadership.

The current Champions Trust is composed of individuals representing **Africa, Asia, ASEAN and Oceania, Europe, Americas, and Middle East and North Africa (MENA)**.

Their skills are equally diverse, ranging from Aircraft Maintenance to Floristry, and Pâtisserie and Confectionary to Web Design.

Three of the Champions Trust representatives from the 2015–2017 term returned for another two years. Twice as many applications for the 2017–2019 term were received as the previous round.

An important part of the work of the Champions is to **share their personal experiences with other young people**. In July they produced a series of career advice videos for **World Youth Skills Day** highlighting the ups — and occasional downs — of their skills journey so far.

# Champions Forum

The **Champions Forum**, held in conjunction with **General Assembly 2018**, brought 30 Champions from 19 Member countries and regions together to focus on **training Champions to be social storytellers and connection makers**.

Hosted for the first time by the Champions Trust, the Champions Forum participants went through a series of professional development activities to develop their social storytelling skills. Building on the skills initiatives during World Youth Skills Day 2018, participants learnt how to tell their stories of skills from a youth perspective through social platforms that are youth focused.

The second portion of Champions Forum 2018 focused on creating an action plan to **engage national alumni groups** with the WorldSkills Champions Trust.



“

Youth should not only be viewed as the leaders of tomorrow, I believe we are the leaders of today. Youth are brave, fearless, and energetic, we are full of energy, hope, and imagination to create innovative ideas that can shape a better world.

”

*Pearl So*  
WorldSkills Champions Trust  
Regional Representative  
for Asia



“

Attitude, motivation, and energy is all that is needed to be a Champion.

*Giovanny Sanchez*  
WorldSkills Champions Trust  
Regional Representative  
for Americas

”

## World Youth Skills Day

Marking **World Youth Skills Day** (15 July) is always a significant date in the WorldSkills calendar.

Through **#SkillsChangeLives** and **#WYSD**, we join **UN agencies** to raise awareness of how important skills training and education is for all young people.

WorldSkills believes that the **power of skills empowers individuals, communities,** and **countries** to achieve a more **prosperous future**.

These are stories best told by young people themselves, and in 2018 WorldSkills partnered with Hashtag Our Stories to train our Champions and other young people to share their experiences on social media.

More than 70 Competitors, Members, and partners took part in these sessions. The Champions Trust then explained in a series of short videos how skills have transformed their own lives. The videos were shared on our Facebook and YouTube channels.

# Skill Development in Africa

The rapid growth of WorldSkills over the past two decades has not been reflected in Africa, which remains the continent where the organization is under-represented.

Although there are more than 50 African countries, only six are WorldSkills Members.

Changing this situation is one of the priorities of our Vision 2025, with more projects and activities underway to build the capacity of the African countries — for Members and non-Members.

The past year also saw significant steps taken to bring the expertise and resources of WorldSkills International to Africa.

The new **WorldSkills Capacity Building Centre**, a partnership with the Republic of Korea and its **Global Institute for Transferring Skills** (GIFTS), was

established in January. It will have a strong emphasis on supporting skills trainings, competition management, and community-based projects in Africa and has already helped train a group of young Zambians.

This year also saw the **first WorldSkills continent-competition in Africa. WorldSkills Kigali 2018** brought skilled young professionals from six countries to the capital of Rwanda, for nearly three days of intense competition.

The Competitors from Ghana, Kenya, Liberia, Morocco, Uganda, and Rwanda competed in seven skills — Mechatronics, Electrical Wiring, Welding, Plumbing, Bricklaying, Cooking, and Hairdressing. The November event was a celebration of the diversity of cultures from the

participating countries, with more than 2,000 young people at the launch.

WorldSkills Kigali 2018 also gave hundreds of students from the city's TVET schools and colleges to see Competitors showcase their talents. WorldSkills Vice President for Special Affairs, San-Quei Lin who has responsibility for Africa within WorldSkills said, *"We really need to pay attention to Africa. The Skills Development in Africa project is one of the top priorities within WorldSkills Vision 2025. Its focus is on improving skills among all young African men and women."*



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“

I passionately believe that the future of this world is based in the hands, hearts, and minds of the youth. Youth are an important voice in the movement to convey the message to young people around the world.

”

*Tjhimise Bruno Karaerua*  
WorldSkills Champions Trust  
Regional Representative  
for Africa



“ Skills not only change lives, they define lives.

*Gary Condon*  
WorldSkills Champions Trust  
Regional Representative  
for Middle East and North Africa

”

## BeChangeMaker



In just two years, **BeChangeMaker** has already established itself as a major event on the WorldSkills Calendar.

Attracting just a handful of entries at its debut in 2017, the 2018 competition saw a remarkable **161** applications from **31** countries.

BeChangeMaker, which is supported by WorldSkills International and the HP Foundation, is a chance for young would-be social entrepreneurs to pitch their business ideas for projects that will benefit humanity. In exchange, they gain access to

free online training for learning business and soft skills, and the support of experts and mentors who help accelerate their ideas.

Applications flooded in from around the world and extended from beyond WorldSkills Member countries and regions. Teams from Asia, Europe, the Americas, and Africa participated.

BeChangeMaker started in April with a series of elimination rounds which reduced the field to just five. These teams were able to pitch their ideas live to the judges and audience who evaluated the teams with an online scoring system, during the WorldSkills General Assembly in October.

The winners were **Team Uroborus** from Honduras — whose ambition to help rice farmers find more sustainable

and environmentally friendly agricultural practices was the result of witnessing clouds of black smoke caused by burning paddy fields.

Also note-worthy were the runners up from India, **Team Ripple**, who are creating an innovative device to recycle household waste water, and a **young Syrian, Christine Fayed**, who is developing an electronic glove capable of translating sign language into text and audio words for deaf and mute people.

All three received a prize of EUR 1,000 and will continue to receive business and incubator support to bring these exciting projects to market.

The other good news is that **BeChangeMaker is returning in 2019** when it promises to be an even greater success.

# Experts Faculty



**WorldSkills Experts** make a huge contribution to our organization through their volunteering and passion. Experts are one of our biggest assets, and it was decided following the General Assembly and Strategy Committee at WorldSkills Abu Dhabi 2017, to invite applications to create a new working group formed of Experts.

Their task was to decide the guidelines, criteria, and model for a **WorldSkills Experts Faculty** that will create a platform for all Experts and

former Experts to engage in our movement beyond Competitions.

A total of 75 applications were received from 34 Members, with 7 eventually selected with the objective of creating a working group that would balance skills, gender, countries, regions, and experience.

The four men and three women chosen represent six skills, with wide experience in competitions, training, and social impact projects. They come from the Americas, Asia, Africa, Oceania, and Europe.

The members of the group are Adriana Lucia Dueñas Garzon, from Colombia, Carla De Bona from Brazil, Devin Flor from Australia, Etienne Nell from South Africa, Mark Bramer from Canada, Meera Jayaraman from India, and Vesa Iltola from Finland.

# WorldSkills Welcomes Poland



The successful application by the Foundation For The Development Of The Education System (FRSE) brings the number of WorldSkills Member countries and regions to 80.

Poland's team is already in training for WorldSkills Kazan 2019 next August, when they will initially compete in six skills, with their young hopefuls also on the waiting list for two more.

*"It's a great opportunity to learn from other countries and to exchange experiences and good practise,"* said Izabela Laskowska, the director of the VET and Adult Education Office at the FRSE, which is also a partner with the Erasmus+ programme, to educational exchanges for students in Europe.

The team will participate in a range of skills from Cooking to CNC. *"We want to show*

*excellence of skills and innovation in different areas and learn as much as we can,"* said Ms Laskowska.

Although officially only a WorldSkills Member since the recent General Assembly 2018, Poland has a much longer connection with vocational skills, with the FRSE recently celebrating its 25th anniversary.

Under a different organization, Poland also competed at EuroSkills Rotterdam 2008 and returned again under the direction of FRSE for EuroSkills Budapest 2018, with the team entering eight skills. Poland was also an observer at WorldSkills Abu Dhabi 2017.

The country's decision to join WorldSkills is also part of a major reform of Poland's education system, particularly in the area of technical and vocational education.

It seeks to promote closer cooperation between training schools and companies, ensuring young people gain skills that are relevant to the needs of the labour market.

There will also be a new examination system allowing young people to obtain professional qualifications at several levels, depending on their abilities.

By taking part in WorldSkills Competitions, *"Poland hopes to train a growing number of Experts familiar with world class standards and practices,"* said Ms Laskowska.

*"We have a lot of things to do, and want EuroSkills and WorldSkills to be a platform to promote vocational education in Poland. Thanks to support of our Minister of National Education, Mrs Anna Zalewska, Poland became a Member of WorldSkills family."*

# Global Partners

**Global Partners** have a **unique role** in the WorldSkills International mission to improve the world with the power of skills.

They **share** and **support our vision** to raise the profile and recognition of skilled professionals everywhere through industry, policy makers, governments, and educators working together.

It is with great pleasure that we announced **three new Global Partners** during 2018.

In March we welcomed **Vcom**, a high-tech educational technology enterprise based in China.

Established in the Guangdong Province more than 20 years ago, Vcom helps develop the most advanced and evolving technologies in the computer

networking field with products that have also helped to build a leading training platform in China.

Vcom training products are used in 2,000 vocational schools, vocational colleges, technical schools, and public training centers across China.

In September **FANUC**, a leading global manufacturer of factory automation and robots was named as a Global Partner.

FANUC will support Mobile Robotics, a new skill competition that will debut at WorldSkills Kazan 2019.

Founded in Japan and now a global network of companies, FANUC pioneered the concept of numerical control (NC) in manufacturing in 1956 and now has a global network covering every continent with

550,000 robots installed worldwide, and more than 7,000 employees.

In October, **Car-O-Liner**, whose association with WorldSkills as a supplier goes back a decade, also became a Global Partner.

A global leading knowledge and equipment provider for automotive collision assessment and repair, Car-O-Liner is already heavily involved in skills training with training academies all over the world.

These welcome additions mean that we now have 21 Global Partners that support our 80 Member countries and regions.

# Global Premium Partners



## Samsung

Samsung deeply understands the importance of a skilled workforce for industry and firmly believes that their skills excellence leads to the competitiveness of their companies and countries.

That is why Samsung has consistently participated in the WorldSkills movement for over a decade. It has supported young students to explore their interest and potential in skills excellence and to make their dreams and hopes come true through skills excellence.

### Dr Dong Seob Jang

*Secretary General of Samsung Skills and Vice President for Samsung Electronics*



## Stanley Black & Decker

At Stanley Black & Decker, we're for the makers, the doers, and the creators of the world. We work hard to bring the innovative tools needed to build and maintain our world. That's why we're excited and honored to partner with WorldSkills again this year.

The Competitors at WorldSkills are true professionals and deserve to use the best tools as they compete.

### Tim Perra

*Vice President, Public Affairs, Stanley Black & Decker*

# Global Industry Partners



## 3M

The values and priorities of WorldSkills International and 3M are closely aligned. Our company's vision of "innovation improving every life" supports the development of skilled trades across many industries around the world.

The diversity of 3M technologies and products, along with our subject matter experts, complement the wide range of WorldSkills Skills Competitions, and can help solve safety and health, productivity, and other challenges while on the job in a variety of trades.

### Maureen Tholen

*3M, Sustainability Director*



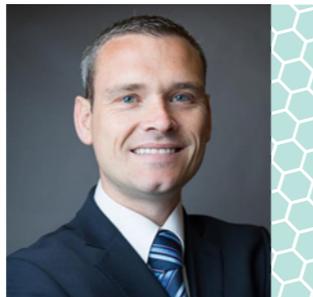
## American Welding Society

The American Welding Society and WorldSkills share a deep commitment to developing emerging skilled trade professionals across the globe. With each Competition, our partnership allows AWS to engage and collaborate with students, educators, and industry partners in an exciting forum that is unrivalled.

As we strive to make the world a safer place by bringing more talented, highly qualified young people into skilled trades, AWS is proud to continue as a WorldSkills Global Industry Partner.

### Monica Pfarr

*Executive Director, AWS Foundation  
American Welding Society®  
Principal Investigator,  
Weld-Ed*



## Autodesk

Autodesk is proud to help people around the world to imagine, design, and make a better world. We are honoured to provide the same 3D design software, used by skilled professionals globally, to all WorldSkills Competitors for free via [www.autodesk.com/worldskills](http://www.autodesk.com/worldskills).

It is exciting to collaborate with WorldSkills yet again as we look to prepare our young people for the Future of Work and to show how important Skills are to the economies of the world and the future of us all.

### Matthew Bell

*Head of Global Strategic Alliances,  
Autodesk Education Experiences (AEX)*



## Car-O-Liner

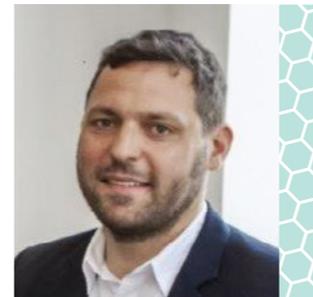
After providing equipment and manpower to WorldSkills Competitions in the Autobody Repair skill since 2009, we at Car-O-Liner decided to intensify our commitment to the WorldSkills movement helping young people change their lives through skills and training.

We have been impressed by what we have seen, young people showing great dignity as they seek excellence, something we want to encourage and support, becoming a Global Partner is the next step.

### Roger Marti

*Director of Marketing,  
Car-O-Liner*

# Global Industry Partners



## DHL

It is important to give young talents a platform to learn, strive, develop, and shape organizations in order to transform industries and make them adapt for future challenges.

DHL and the WorldSkills community both strive for these goals and share common values of talent appreciation and enablement.

We are proud to be WorldSkills Global Industry Partner. Providing professional logistics and applying our special expertise in event logistics, DHL contributes to successful Competitions all around the world.

### Stephan Engisch

*Head of Trade Fairs & Events,  
DHL*



## DMG MORI

Production processes in the industry are rapidly changing. Many drivers are new technologies like automation, digitization, and additive manufacturing.

Consequently, there is an increasing shortage of skilled labour and the requirements for future specialists are rapidly changing.

Therefore, we support WorldSkills to promote young talents and to help shape future education concepts. At WorldSkills Kazan 2019 we will sponsor not only the CNC related skills, but also the Future Skills demonstrating new competencies needed in future production processes.

### Jan Möllenhoff

*Managing Director,  
DMG MORI Academy*



## FANUC

FANUC is very proud to be a Global Partner of WorldSkills and to support the development of a world championship for robot programmers. Automation skills are essential for the future of industry worldwide and we are glad that young people get an opportunity to demonstrate their knowledge.

We hope that the WorldSkills Competition will open career opportunities for all participants and encourage many youngsters to learn more about robot programming.

### Shinichi Tanzawa

*President & CEO,  
FANUC Europe Corporation*



## Festo

Theoretical and practical skills in times of digitalization and artificial intelligence ensure that companies can implement innovations in manufacturing for sustainable growth.

Festo is strongly committed to the development of teaching and learning environments and the global transfer of knowledge. Thus, the partnership with WorldSkills is most important for us in our aim to support young people and industries in harnessing the benefits of the 4th Industrial Revolution by constantly proposing innovations in skills competitions globally.

### Enrico Rühle

*Member of the Board, Festo*

# Global Industry Partners



## Fluke

As a Global Industry Partner of WorldSkills International — Fluke Corporation benefits from the opportunity to participate in a workforce initiative that is much bigger and more impactful than what an individual brand can achieve. We value the consistency that occurs as WorldSkills standards are adopted by an increasingly large number of countries and regions, as well as the chance as a WorldSkills International partner to directly assist those countries and regions, and their institutes.

### Wes Pringle

*President, Fluke*



## Glasurit

As a Global Industry Partner of WorldSkills International, BASF Coatings is committed to making young talent excited about the spraypainting profession with focus on promoting the next generation of automotive refinishers to support the growth of the industry.

Through the WorldSkills competition, and with our Glasurit® paint brand, we will help bring young painters from all over the world to demonstrate their technical abilities, master new challenges as well as focus on sustainable thinking and career development.

### Dr. Harald Borgholte

*Global Strategic Marketing & Product Development – Vice President, BASF Coatings*



## IAPMO

The Global Industry Partnership between WorldSkills and the International Association of Plumbing and Mechanical Officials (IAPMO Group) connects new approaches and innovations with critical water and sanitation-related issues, all over the world.

We are excited to work together, developing skills competitions to drive sustainable action and change: increasing community engagement, improving public health awareness, and demonstrating how Skills really can Change Lives.

### GP Russ Chaney

*CEO, IAPMO*



## Lincoln Electric

WorldSkills provides excellent opportunities to collaborate with prominent international education leaders. Lincoln Electric values our relationship with WorldSkills because they are effective in fostering career pathways in trade skills and continue to offer educational growth opportunities for our organization.

We look forward to future WorldSkills events where we can continue to leverage our WorldSkills relationship as part of our education growth strategy.

### Chris Mapes

*CEO, Lincoln Electric*

# Global Industry Partners



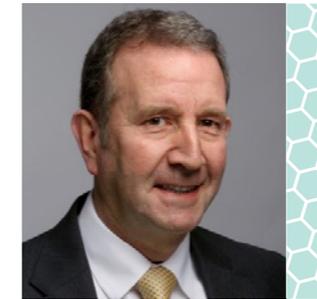
## Mastercam

Advancing technology expands our understanding of what is possible every day, and WorldSkills helps prepare students for success in a world that is truly theirs to imagine.

At a time when skilled job vacancies continue to outnumber skilled labor, we want to prepare today's students with all of the access, education, and advantages they will need to build a better future and make a positive impact on our global community.

### Gary Hargreaves

*Chief Legal Officer, Mastercam*



## Mitutoyo

As a WorldSkills Global Industry Partner, Mitutoyo takes much pride in aiding the development of the next generation of engineers with skills and technologies to meet the demands of the future.

“Precision measurement” contributes immensely to the well-being of society in both the quality and performance of all manufactured products. We look forward to WorldSkills in Kazan and to showcasing the talents of the Competitors and to inspiring the many visitors in all they shall see.

### Martin Weeks

*Executive Director, Mitutoyo*



## Saint-Gobain

At Saint-Gobain, we believe that growth relies on people and finding the greatest talents. WorldSkills is an excellent global platform for raising awareness about the importance of skills development not only in developed but also in developing markets.

More than ever, there just aren't enough skilled young people available to fill positions in the ever-evolving building sector and it is more important than ever to work closer together to bridge this gap.

Again, this year we are supporting WorldSkills in Kazan and look forward to this fruitful partnership and to meet tomorrow's new talents.

### Daniel Roehner

*International Marketing Manager, Saint-Gobain*



## Siemens

The triggering trends of new technologies in the automation industry, demands from education and Siemens disruptive and agile answers.

WorldSkills is uniquely placed to promote vocational skills globally for careers that generate profit through economic, social, and technological innovations.

My personal motivation for supporting WorldSkills is that I believe through the power of skills individuals, communities, and countries are propelled towards a more prosperous future.

### Ralf-Michael Franke

*CEO Factory Automation, Digital Industries, Siemens*

# Global Industry Partners



## Studica

Studica supports WorldSkills, in particular the Mobile Robotics competition, because we believe in the importance of building skills in the youth of the world.

Students exposed to mobile robotics and this competition are poised to become invaluable assets to the workforce and are empowered to innovate the future of technology. Watching students compete and showcase what they have learned makes us proud to be a part of this impactful programme.

### Frank Nanfara

CEO and President,  
Studica



## Vcom

A building soars high to the sky through the careful integration of thousands of components working in collaboration to create something bigger than each part could achieve on its own.

Vcom supports WorldSkills for the same reason. By supporting skilled professionals around the globe, we are building the foundation for social development and prosperity for all.

### Cathy Wang

CEO,  
Vcom

# Global Supporter



## VEX Robotics

VEX Robotics is at the forefront of educational and competitive robotics globally. With a comparable Mission and Vision, our partnership with WorldSkills is an exciting one for both organizations.

Robotics brings together many of the skills required for Industry 4.0 — critical thinking, computational thinking, and project management – and our partnership with WorldSkills allows us to help nurture the next generation of Competitors and create the problem solving industry leaders of tomorrow.

### Paul McKnight

Head of Operations,  
VEX Robotics (EMEA)

## GLOBAL PREMIUM PARTNERS OF WORLDSKILLS INTERNATIONAL



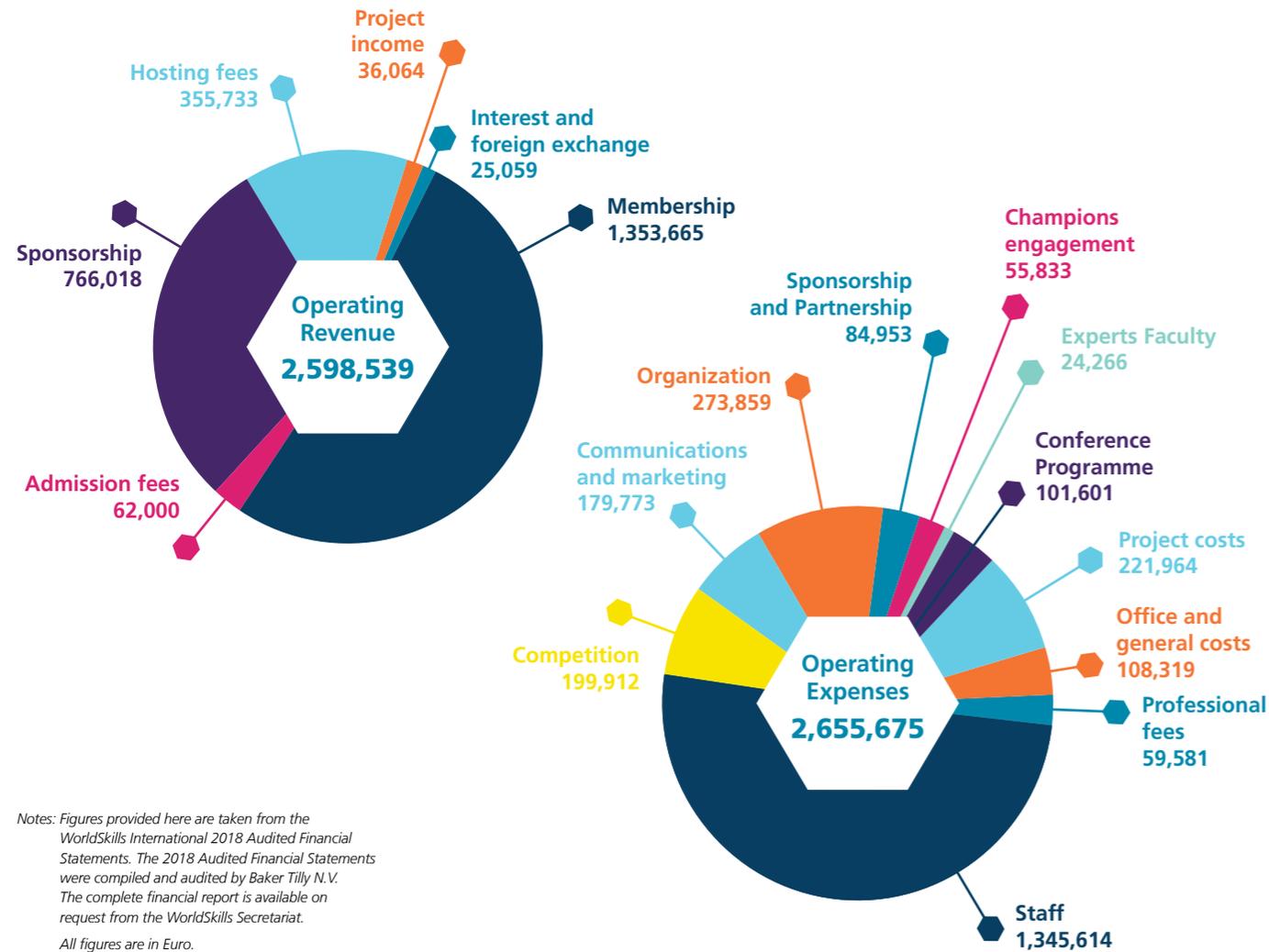
## GLOBAL INDUSTRY PARTNERS OF WORLDSKILLS INTERNATIONAL



## GLOBAL SUPPORTER OF WORLDSKILLS INTERNATIONAL



# Financial Report



Notes: Figures provided here are taken from the WorldSkills International 2018 Audited Financial Statements. The 2018 Audited Financial Statements were compiled and audited by Baker Tilly N.V. The complete financial report is available on request from the WorldSkills Secretariat. All figures are in Euro.



*Amelia Addis*  
WorldSkills Champions Trust  
Regional Representative  
for ASEAN and Oceania

“The opportunities being on the Champions Trust has given me personally and professionally have been astronomical. I have learnt to communicate effectively to large groups, one on one and through social media, as well as develop confidence and team working skills. The Champions Trust has given me a message and a purpose which flows into all areas of my life.”



“ WorldSkills provides the platform to connect the seemingly unconnected. It’s belief in youth places it in a unique position to make wide-spread impact around the world.

*Chirag Goel*  
WorldSkills Champions Trust  
Regional Representative  
for Asia

”

## WorldSkills Board



### WorldSkills Board (left to right)

**Laurence Gates (France)**  
*Vice Chair of the Strategic Development Committee*

**Jos de Goey (Netherlands)**  
*Vice President for Strategic Affairs and  
Chair of the Strategic Development Committee*

**Michael Fung (Hong Kong, China)**  
*Vice Chair of the Competitions Committee*

**Simon Bartley (United Kingdom)**  
*President and Chair of the Board*

**San-Quei Lin (Chinese Taipei)**  
*Vice President for Special Affairs*

**Stefan Praschl (Austria)**  
*Vice President for Competitions and  
Chair of the Competitions Committee*

**Terry Cooke (Canada)**  
*Treasurer*