

WorldSkills

ANNUAL REPORT 2021

worldskills.org





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President's message

“Necessity is the mother of invention.” History isn’t entirely clear about whether this phrase was originally coined by Plato or his student, Aristotle. But what I do know is that, in 2021, the WorldSkills community proved it to be true.

Faced with continued disruption caused by the global COVID-19 pandemic, we all had to navigate ongoing health and safety restrictions around live events, travel, and face-to-face meetings. For an organization built on bringing skilled specialists together with skills students, this has been a significant challenge. But it has not stopped us. We still have the same passion to create the best vocational education and training systems possible that can help individuals, industries and nations thrive.

In fact, I believe it has made us so much stronger. Our Members, our Sponsors, our Partners, our Educators, and our Competitors have cooperated more than ever before. They have adapted, they have invented, and they have innovated – together. Which is why we are proud to call 2021 our Year of Innovation. It is a testament to our collective motivations, our shared goals, and our united commitment to skills excellence.

Of course the hardest challenge of all has been how to plan for an international Competition amongst global disruption. Throughout 2021, our friends from WorldSkills China and the incredible organizing committee behind WorldSkills Shanghai 2022, worked tirelessly to host the event.

It was clear that it was going to be spectacular! The committee marked the one-year countdown by sending a WorldSkills rocket into space carrying satellites for scientific research; they painted a China Southern Airlines passenger jet with the WorldSkills Shanghai 2022 branding; and they took



the WorldSkills Flag on a six-month mission to the Antarctic on board the Xuelong 2 icebreaker. And the popular Chinese band “Teens in Times” were revealed as WorldSkills Ambassadors.

When plans had to change due to COVID-19, our WorldSkills Members rallied together to support WorldSkills China. Sadly, writing this now, we know WorldSkills Shanghai 2022 wasn’t to be. But even in the midst of disappointment, the preparations for WorldSkills Shanghai 2022 have led to fantastic innovation around our events that will only strengthen our Competitions in the future. And, of course, our Members adapted once again and created WorldSkills Competition 2022 Special Edition which you can read about more later in this report.

The necessities of 2021 have meant that a new reality has emerged. Yes, we have had to adjust our course to reach our Vision 2025. But we have also unlocked dozens of new opportunities and accelerated our innovation as an organization, so we can stay current, relevant, and impactful for the people that we serve. I hope you enjoy reading about them.

Chris Humphries
President of WorldSkills

Interview with our CEO



Looking back on an unprecedented year, CEO of WorldSkills International, David Hoey, takes some time to reflect on the challenging decisions he has had to make; what he feels WorldSkills Members should be proud of; and what the global skills community should look forward to in 2022.

As CEO, you are involved in almost every moving part of WorldSkills International. In your opinion, has our community worked well together in 2021?

Yes, 100%. In fact, I have never yet experienced a year when there has been so much cooperation and collaboration. Our community has lived and breathed our seven values of Excellence, Innovation, Partnership, Fairness, Integrity, Diversity, and Transparency. They have solved problems and shared solutions together. They have shown they are happy to adapt around adversity and channel their energy into new ideas. I think operationally, we are also in great shape because we've had to reinvent the way we work and communicate with each other. We have formalized our Events Operations department to standardize processes; we are giving greater scrutiny to our risk management procedure; we have embedded a new financial ecosystem to improve efficiency and transparency; and our hub-and-spoke approach to our MarComs is having great traction, through the mini-campaigns and brand toolkits that Members are using.

This has been a hard year for everyone and you've had to lead the Members and Partners in making some difficult decisions. What has been the hardest?

I think the hardest thing for our Members and our Partners has been accepting that some things are simply out of our control. Delivering Competitions, training, meetings, and events during COVID-19 has at times felt insurmountable. But the WorldSkills community always rallied, adapted, and innovated.

What do you feel has been WorldSkills Members greatest strength in 2021?

I have talked about resilience and resourcefulness; cooperation and agility. But actually the greatest strength has been our willingness to share. There has been a tangible increase in the amount of best practice sharing that happened in 2021. WorldSkills Members have always had an appetite for learning – it's in our DNA after all! But this year, I've really noticed how much our Members want to hear, and share, stories of success. Our Impact Survey 2021 uncovered so much data, so many examples and anecdotes that point to the impact we are having. We are now busy sharing these stories among our community – so they too can have an impact in their region, country, or skill area. The WorldSkills Experts Faculty joined online training workshops, bringing our specialists together so they could share their experience to help others. Our Capacity Building Centres allowed Members to share resources and expertise with each other and fast-track the development of stronger VET systems. And our WorldSkills Champions Trust representatives shared their insights and perspectives on global stages, to ensure our mission stays focused on what youth need from skills. I hope we continue to share stories into 2022, and value our own roles as storytellers within our community.

2021 was dominated by COVID-19, but also saw increasingly urgent calls for solutions to climate breakdown, and demands for more equitable human development and social justice. How are you responding to these global issues with Members?

It is our responsibility to ensure that our skilled young people have everything they need to thrive in this next decade of disruption. And we must ensure that the skills we are developing are fit for purpose and can help digitize our industries, help economies recover, and help sustain a greener, healthier, more equitable planet. So what are we doing? We recognize that each Member may be at a very different starting point so a big part of our work is around educating ourselves. At our WorldSkills Conference in October, we discussed how we could elevate green skills – skills that support a net zero economy. We are exploring ways to create greater access to education through digital learning, and in doing so alleviate poverty through skills. We have begun reviewing all our skills criteria through our WorldSkills Occupational Standards to make sure they support sustainable and inclusive industries. Through BeChangeMaker, we support young entrepreneurs who have sustainable innovations, and help them accelerate their route to market through knowledge, skills, and funding. We know there is a lot of work to do and we are united to ensure that skills bring about economic and environmental justice.

What are you personally looking forward to in the coming months and years?

I think it's fair to say that the coming months and years are still going to be full of unforeseen challenges, so I am not expecting "business as usual" any more! But I continue to look forward to working with my excellent colleagues across the WorldSkills community – the Members, the Board, the Secretariat, our Partners and Sponsors, our Experts and of course, all our young people. As live events return, I relish the chance to see people face to face again and say a big thank you for their hard work, their unceasing support, and their innovative spirit. Without them, there would be no WorldSkills.

The WorldSkills community

This year was the year we really felt the strength of our community.

Our far-reaching and diverse Membership now extends to 85 countries and regions. Our newest Members Azerbaijan, Kenya, and Uzbekistan joined in 2020, while our first Members, Spain and Portugal, formalized our skills community with the inaugural skills Competition in 1950.

Our community, which includes our Partners as well as our Members, is special because it brings together multiple perspectives, rich expertise, diverse experiences, and so many new ideas and initiatives that we are benefitting from every day.

One thing we are particularly good at is sharing our stories of success, learning from our setbacks, and responding positively to change.

Read on and uncover more about the impact of our incredible WorldSkills Members and Partners – their innovation, their resilience, their cooperation, and their support for one other.



**TOGETHER, WE ARE
HAVING AN IMPACT.
TOGETHER, WE ARE
CHANGING WORLDS
THROUGH SKILLS.**





1. IMPACT STORY

Connections that close the skills gaps: how WorldSkills Belgium is joining industry partners to a new skilled workforce.

Like many of our WorldSkills Members, WorldSkills Belgium not only needs to reach more young people and attract them to technical skills to deliver on its government's TVET strategy, but it also needs to ensure that the skilled individuals emerging from Competitions meet the current and future needs of businesses and society as a whole.

To tackle this, in 2021 WorldSkills Belgium reshaped **Les Startech's** – its competition-based training process – to become a platform that could bring even more young people closer to the education and industry specialists involved in skills training and development. In return, it would give industry partners even greater access to future talent.

Les Startech's was originally created as a 7-step skills training process for young people aged 17 to 25 years old. The most important steps are the semifinals, the training and the National Competition that takes place on Startech's Days. Les Startech's gives young people the chance to learn as

much as they can about their respective technical skills as well as soft skills, such as communication, presentation training, and time management, which are equally important to succeed in a Competition or in a career.

Previously, only the international Belgian Team would benefit from this specialist training. But WorldSkills Belgium took the decision to widen the intake and invite the ten most promising participants in each skill from the semifinals to join Les

“**LES STARTECH'S IS ALL ABOUT BRINGING THE RIGHT PEOPLE TOGETHER TO DELIVER SKILLS EXCELLENCE.**”

Startech's and be coached to a national level. It has meant that at least 300 more young people per year are benefitting from specialist training and access to industry experts that they would never have had before.

Les Startech's is all about bringing the right people together to deliver skills excellence. So as soon as the chosen Competitors are selected, they are put together to train in a Skills Team. They are equipped with a detailed development programme and assigned to a WorldSkills Belgium Training Centre to improve their technical and soft skills as they work alongside education and industry experts.

Training through the Skills Teams has been designed to create short and long-term benefits for everyone involved. Young people get to hone their technical and soft skills as they access tutors and mentors and prepare for the competitions. It also brings them closer to industry experts so they can better understand their career pathway and see what's possible for them professionally.

For industry experts and trainers, they get to work with ten of the most promising young people in their skills area; they get to identify up and coming talent; and it helps them benchmark and improve their own skills and those of the people within their organization.

Raphael Colle, a WorldSkills Belgium trainer in Welding, understands that the success of Competitors is also a strong measure of his own expertise. “My personal competition takes place during training. My goal is for the Competitor to get a Medallion for Excellence. If he gets it, it also means that you, as a trainer, stay up to date.”

Industry and training partners also benefit from the unique access WorldSkills offers to international competitions. There they can share learnings with other businesses from around the world and tap into a wider network of institutions, such as the United Nations, UNIDO, the European Union, OECD and UNESCO.

It is something a lot of businesses want to be part of. Alina Fleacă, Senior Manager of Competitions and Training at WorldSkills Belgium, reflects, “Les Startech’s is a huge process, it’s very ambitious. It’s not easy, but I can say a lot of partners are interested in working with us. They even come and knock on our door and say they want to work with us – which has never happened before.”

She continues, “A lot of the time, our industry partners already have their own training centres and are eager to train our competitors. Furthermore, our training partners need to meet an annual quota of people coming through their programmes, so we can help them do that too. They can work to our WorldSkills standards with confidence that the participants will be competition-ready, and they already have the equipment and expertise. It’s a win-win for us all.”

The increased interest by industry and TVET in Les Startech’s has led WorldSkills Belgium to organize itself into Skills Committees. Each Skills Committee has six or seven roles including things like Workshop Manager, Promotion Manager, and Sponsor Manager to share the responsibility of preparing young people for the competitions and to share any lessons learned and best practices.

Alina cannot stress how important these Skills Committees have become for WorldSkills Belgium. She says, “We cannot support our Skills Teams without these professionals willing to help us, and it’s all on a volunteer basis. So now we are recruiting across schools, training centres, businesses, freelancers, whoever wants to work with us on a specific skill. By 2023, we want to have Skills Committees for all the skills areas.”

WorldSkills Belgium has seen its annual Startech’s Days become a great platform for educating people about the value of skills for their careers but also for the future of Belgium’s industries. The Startech’s Days not only host the National Competitions, but its 7,000 visitors have a chance to visit a career guidance area, increase their skill know-how at information stations, and have a go for themselves in three Try-a-Skill villages, two of which are STEAM focused.

Startech’s Days give WorldSkills Belgium a chance to bring together representatives from the world of business, education, and WorldSkills Europe together with the Office of the Minister of Labour and Training. The team has used the event in the past to host a roundtable on combating the skills shortage, discussing ways to incentivize and promote skilled professions and encourage more young people to pursue technical careers.

Ultimately, WorldSkills Belgium believes Les Startech’s improved training process and Startech’s Days leave industry partners even more invested in WorldSkills. Professional experts get to know the young people over the course of the programme and want to see the competitors do well for themselves. Importantly, they want to be part of shaping and improving the quality of their own industry’s future workforce.

Max Pinilla of Sani-Heating is one of those trainers and is inspired by the commitment of the young people he trains. He says, “We’re very happy to have candidates who have the courage to come to competitions. Hat’s off to them!”

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2021: The Year of Innovation



For WorldSkills, 2021 was named The Year of Innovation to acknowledge how our Members and our Partners quickly adapted to the challenges of the COVID-19 pandemic. Restrictions around live gatherings, social distancing, testing and vaccinations, and travel meant that our Members had to reimagine the way their skills training, mentoring, and competitions could be delivered. They didn't disappoint, and the 12 months were packed full of ideas and solutions to be able to respond to this new normal. Here are just a few examples...



Hybrid Competition Formats

There was determination by our Members to continue their skills competitions and dozens found ways to celebrate the achievements of their brightest and best in online, hybrid, and in-person skills competitions. WorldSkills Australia's National Championships featured 500 Competitors over three days with Perth hosting, while satellite events at schools and training and further education colleges in Queensland and South Australia allowed students to take part even under lockdown.



Innovating with Global Partners

Many of our Global Partners joined us in adapting our formats to create hybrid, or entirely virtual competitions. Two great examples, among many, were WorldSkills Asia and Studica delivering an Online Mobile Robotics Skill Competition in June where 17 teams competed from around the world. Then in November, Festo and WorldSkills hosted the first Mechatronics Hybrid Skill Challenge, involving teams from 18 countries and regions.



Virtual Training

Members and Partners used the Year of Innovation to test virtual platforms and online formats so skills training wasn't disrupted during the pandemic, such as a five-day Junior Future Skills Camp from WorldSkills Barbados and a webinar-based programme on 21 skills from WorldSkills Malaysia. For Experts, a series of masterclasses were held, including a chocolate masterclass for Pâtisserie and Confectionery.



Capacity Building Programmes

Our Capacity Building Centres in Chinese Taipei and Korea continued the essential work of training and sharing expertise with countries and regions developing their TVET programmes. Members in Belgium, Brazil, China, France, Germany, Japan, Korea, and South Tyrol, Italy, and Global Partners such as FESTO, VCOM, and Lincoln Electric, also further advanced our Vision 2025 by supporting our WorldSkills mission in Africa and helping plan WorldSkills Africa Swakopmund 2022.



WorldSkills Experts Faculty

WorldSkills Experts Faculty assisted WorldSkills Costa Rica with advice and guidance that would keep its vital tourism and hospitality industries running during the COVID-19 pandemic. Support from WorldSkills Experts Faculty to develop competence-based curricula in Sudan was made possible through virtual collaboration with United Nations Industrial Development Organization.



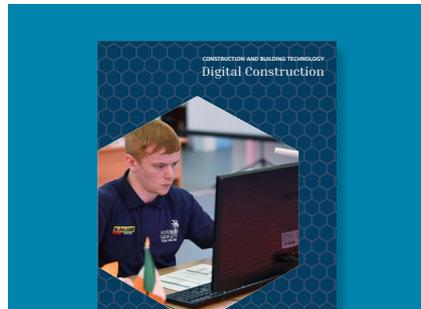
EuroSkills Graz 2021

The pandemic postponed the European championships in 2020, and the ongoing COVID-19 restrictions added additional difficulties. Yet, thanks to the hard work of the organizers and more than 450 volunteers, EuroSkills Graz 2021 finally took place in September.



WorldSkills Campaigns

With so many activities moving online, an impressive 48 Members embraced our mini-campaigns for the Year of Innovation to ensure that our brand and messages were still being seen across the world on our online platforms. Some Members, like Colombia, France, and Belgium, were even inspired to create their own video projects.



WorldSkills Occupational Standards

Work began on establishing the WorldSkills Occupational Standards Development Centre with Skills Finland, which will involve 85 Member countries and regions and 26 Partners as well as international organizations and research institutes.

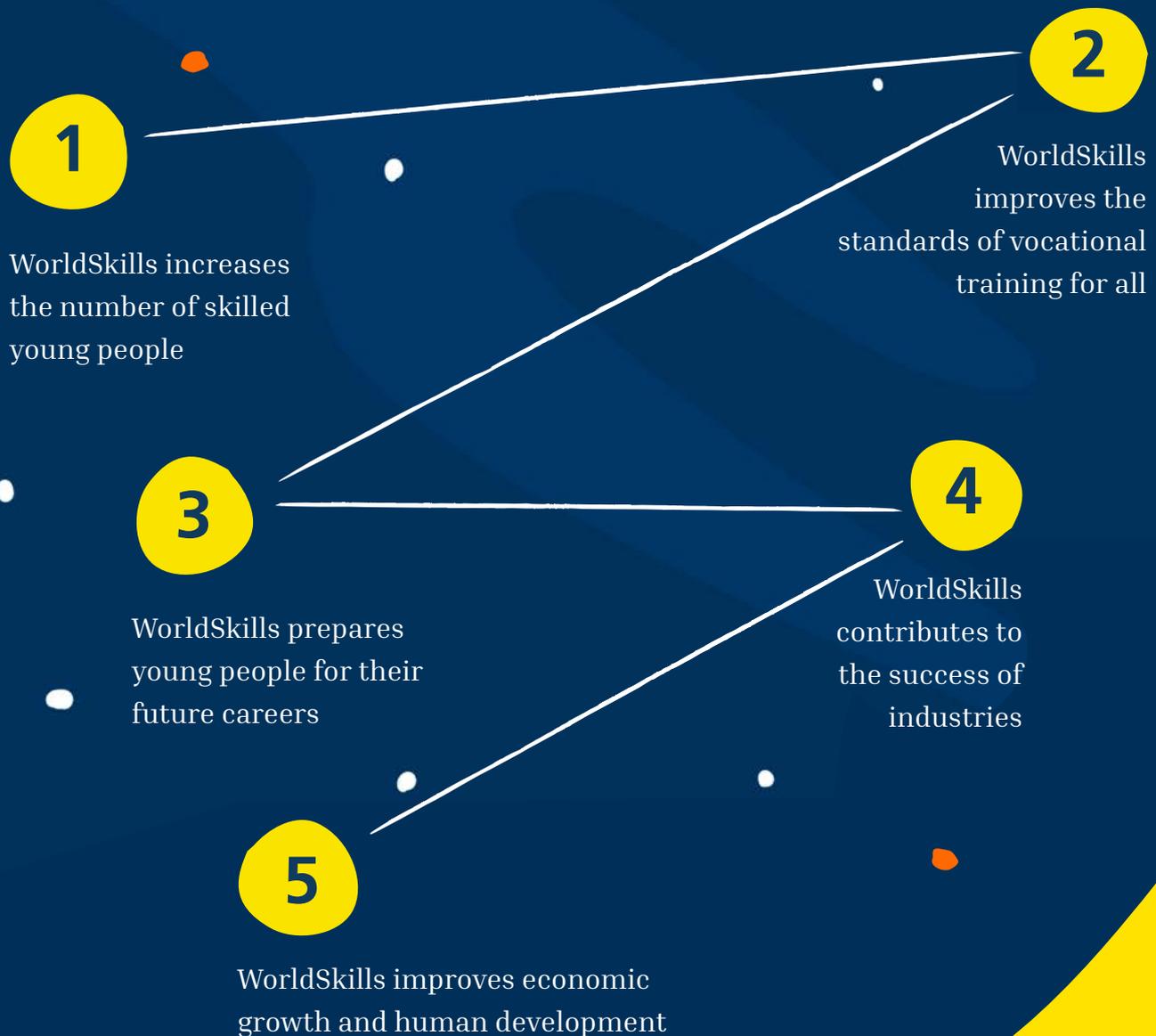


BeChangeMaker 2021

Our flagship entrepreneurial programme, BeChangeMaker 2021, helped discover and reward the next generation of innovators. A total of 898 teams from 88 countries applied to join the Global and African programmes in 2021 - 60 teams were selected to receive high-quality learning content on HP LIFE, tools and technology for startup acceleration, dedicated coaching, mentoring, and customized support. At the end of the programme it recognizes the top six start-ups.

The impact of WorldSkills

WorldSkills Members and Partners feel the impact that we are having every day. It is there in every event, competition, training session, or meeting. We see it in the ambition of our Competitors, the pride of Experts, the support of our Partners, and the passion of all the people who give their time developing vocational and technical skills.



We also know that developing skills and promoting skills excellence can transform industries, grow economies, and tangibly improve our world.

That's why we believe it is time to evidence the impact we are having as WorldSkills. So, in August 2021, a working group of Members signed a Statement of Intent that committed to improving the way we measure, articulate, and share the impact we are having through skills.

This was closely followed by our first Global Impact Survey 2021. It was the biggest research programme we've ever undertaken, designed to improve the way we measure and share impact. Our community responded in earnest. Fifty-three Members shared data and stories about the impact skilled young people are having in their countries and regions.

We learned how WorldSkills is helping young people reach further, by improving their access to skills and showing them what's possible. We heard how young people, educators, industries, and governments are raising the bar higher, by setting global standards that inspire everyone to excel at skills and be the best they can be. And we started to collect data that proved a greater return for those who invest in skills, whether that investment is time, expertise, resources, or funding.

The data and stories about our impact are being released through our [Skills Change Worlds](#) campaign and [Impact Report](#).

By sharing our impact we hope to:

- illustrate to everyone the benefits of being part of our global movement,
- validate the investment and support we receive from our partners and sponsors, and
- inspire more people to invest their time, funding, and specialist knowledge so we can skill-up more young people.

The metrics and stories unearthed through our Global Impact Survey may only be early indications of our impact, but they are still powerful reminders of what we can achieve when we invest in vocational and technical skills.

We won't stop there. We will continue to reach more young people and show them what's possible through skills. We will continue to raise standards higher than ever before. And we will continue to invest in evaluating our work, so we can provide more robust evidence of the impact we are having on young people, educators, industries, and countries.

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”





BeChangeMaker

BeChangeMaker is a programme to inspire action and solve global issues. Launched in 2017, the programme continues to go from strength to strength and attracts worldwide interest. In 2021, we saw a record 898 entrants apply for the training programme, from 88 countries and regions.

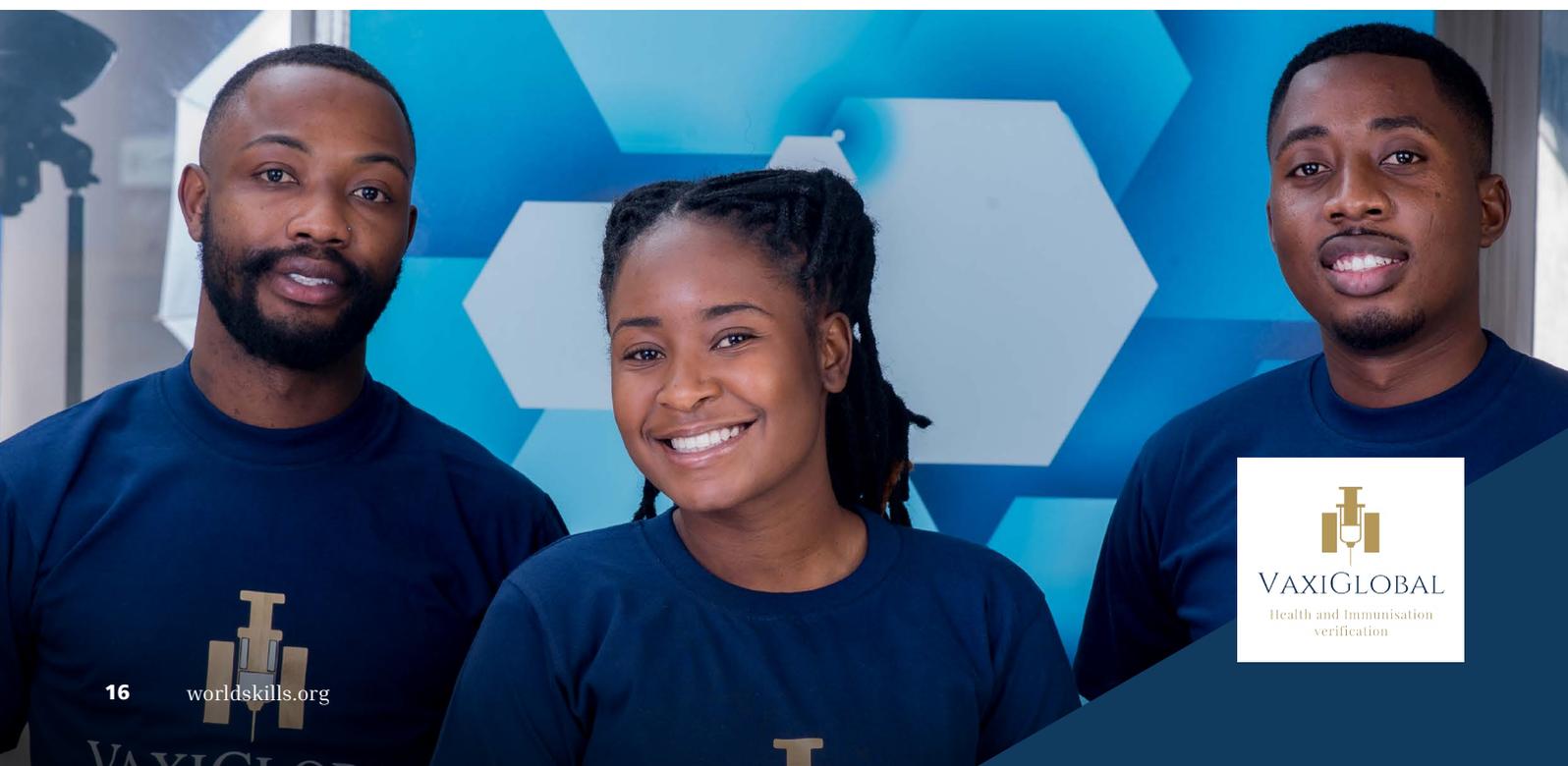
So why do we support entrepreneurial young people in this way?

In February 2021, [the World Bank reported](#) that a quarter of global businesses had seen their sales drop by 50% compared to pre-pandemic levels. The economic climate was getting even tougher. Not least among startups, where it is estimated that one in ten don't make it past their first year. Social entrepreneurship is also a powerful way to transform lives and bring positive impact on communities through skills.

WorldSkills understands how hard it can be for people with exceptional skills to unlock the right opportunities. BeChangeMaker is all about equipping them with the right support to accelerate their idea, and help them scale.

Through BeChangeMaker, WorldSkills and its partner the HP Foundation gives 30 shortlisted teams access to high quality learning content on HP LIFE; tools and technology to support their growth; dedicated coaching, mentoring and customized support; as well as the opportunity to tap into a diverse global network of potential supporters and investors.

BeChangeMaker 2021 ran for three months and, at the end, the best five teams plus the wild card were invited to deliver the final business pitch to an international panel of judges. The pitches included innovations to tackle climate change, alternatives to food waste, a solution for vaccination authenticity, ways to improve accessibility for education, and initiatives that can preserve traditional skills. Of the initial 30 ideas, these teams were named as finalists for BeChangeMaker Global programme.



They were:

- Bumii from Malaysia
- Craft from Egypt
- e2ZCode from Chinese Taipei
- Genoa Denim from Spain
- Paragon from Jordan
- VaxiGlobal from Zimbabwe

The winner from BeChangeMaker Global 2021 is VaxiGlobal. The idea originated when three Zimbabwean doctors and a physiotherapist began developing a digital vaccination certification system that could counter vaccination fraud. The company was co-founded by Integrity Mchechesi and Tsitsi Sifyali Mchechesi, who thought of digitizing the certificate and creating QR codes so they could be accessible at any time. They involved university friends Diana Mandewo, and Tinotenda to help pivot the technology and use biometrics to support facial scanning. As the pandemic struck, they realized that their system could be key in fighting COVID-19 in Africa.

Following their announcement as winners of BeChangeMaker 2021, Diana Mandewo said, "Thank you so much. This has been such a great opportunity for us to learn. HP courses and training have helped us as Vaxiglobal so much. Thank you!"

This year also saw the second BeChangeMaker Africa, with an equally overwhelming response. The programme had applications from 500 teams. BeChangeMaker Africa is run in partnership with the HP Foundation, the African Union, and the United Nations Industrial Development Organization (UNIDO). It aims to create a strong regional ecosystem and bring regional and local partners together to support African entrepreneurs.

The BeChangeMaker Africa 2021 winner was AfriCity, a startup from South Africa that works with unemployed youth.

It gives them a chance to earn money by taking part in online surveys and then is able to provide research data to enable other ventures to better understand new African markets.

AFRICITY



Grace Lung, Senior Manager of Partnership Programmes at WorldSkills International, says of the young entrepreneurs, "Each of the finalists showed tremendous insight and commitment to creating a more sustainable and inclusive world that all leaders from any industry can take inspiration from."

To read more about BeChangeMaker programmes and finalists over the years, please visit worldskills.org/bechangemaker

BECHANGEMAKER IS ALL ABOUT EQUIPPING PEOPLE WITH THE RIGHT SUPPORT TO ACCELERATE THEIR IDEA, AND HELP THEM SCALE.



2. IMPACT STORY

From grassroots teachers to education thought leaders: how WorldSkills Australia is engaging educators up and down the sector.

“WorldSkills is a great connector to an international skills community and no other organization in Australia has the same kind of reach. So if we can connect our experts and teachers to more skilled people across the country, and across the world, then we can raise the standard of skills and attract more young people to skilled professions.”

That’s the view of WorldSkills Australia CEO Trevor Schwenke who has been part of the WorldSkills family for decades now and has seen young participants, affectionately known as Skillaroos, turn into confident Competitors, successful medal winners, and go on to be exceptional business people who are

proving day after day that skills are vital to Australia’s economy.

The reach of WorldSkills Australia goes far. One hundred thousand young Australians have participated in WorldSkills Australia events, representing more than 60 industries. Yet Trevor feels that so many more young people could benefit. He says, “WorldSkills is about letting people know that skills are important. They are a real career choice for students, not a secondary choice. It’s about saying it’s OK to aspire to be a tradesperson and showcase those skills. Ultimately, it’s about showing that skills are vital to our country’s recovery.”

When you learn about the success that past Champions like Dougal King and Alex Halls have had, then it’s not difficult to connect investment in skills with economic growth. These two landscape gardeners were trained by WorldSkills mentor, Michael Blasch who got them ready to take on the world’s best at WorldSkills Abu Dhabi 2017. They took gold nationally and a Medallion for Excellence internationally and have since joined forces to set up their own business Cool Climate Landscaping designing climate-friendly environments for clients in Canberra.

“ IN 2021, THE TEAM SAW 24% MORE EDUCATORS GET INVOLVED IN WORLDSKILLS AUSTRALIA EVENTS AND COMPETITIONS ”

They are now training up their own apprentices, growing their business and giving back to the economy. “Choosing a skilled trade over university was the best decision I ever made,” says Alex.

But WorldSkills Australia General Manager Brigitte Collins knows that not all young people regard skilled professions in the same way. She says, “Schools don’t provide enough information about vocational training as a career choice. This is changing but there still is a perception, not just with students but with their parents, who consider VET to be secondary to university. We need the help of educators to show them skills are not a second choice.”

Brigitte and Trevor passionately believe that educators are vital to changing attitudes and standards around skills, from high school teachers and college lecturers to the leaders of educational organizations. That’s why WorldSkills Australia has been investing time and energy into its local and regional competitions. Trevor says, “It all flows back to making sure we focus on those passionate people that come together at regional level and in country towns that get the kids involved in skills. If we can focus on those people – Experts, judges, mentors, and teachers at all levels – then we can bring more Competitors and students along on the journey.”

During the last two years of the pandemic, WorldSkills Australia had to turn its National Championships, normally held

under one roof, into separate satellite events, including online competitions. The result is that it’s given Australia’s young people an even bigger platform for their skills and allowed more teachers to get involved. In 2021, the team saw 24% more educators get involved in WorldSkills Australia events and competitions.

WorldSkills Australia is also building partnerships and high-level relationships with the CEOs of educational organizations and leaders within the training sector to try and embed skills further into the curriculum. Trevor notes, “Teachers are overwhelmed with the workload and can’t spare time to attend weekend expos or competitions. We’re working with the educational sector to integrate skills into the curriculum making it easier for teachers to get involved. We’ve modified our competitions so they can be run in various modular formats or as part of in-class assessments. Teachers can map existing learning outcomes mapped to National Training packages against WorldSkills competition criteria, making it easier for them to identify top students or benchmark their own skills training.”

The benefits of this are that teachers become passionate about improving the standard of skills within schools and colleges; they increase the chances of WorldSkills competitions running; and they help create more WorldSkills Champions. Trevor says, “If you’re a leader of one of these organizations and your organization is

building the expertise of its staff, raising the standards of skills, and going on to win national and international medals, then your organization is going to benefit from that.”

And it’s these Champions who go on to create businesses, employ other people, and power the skills economy. But it doesn’t end there though. WorldSkills has a wonderful circular effect that Trevor and Brigitte can both relate to personally, and that’s the effect of the WorldSkills family. Time and again they see past WorldSkills Champions return to pass on their experience and expertise to the next generation. In fact, 50% of its judges at a national level were past Competitors.

Tyson Knight is one of those. His training with WorldSkills saw him win silver in Plumbing and Heating at WorldSkills Calgary 2009. He then became General Manager of Jones Doyle Plumbing and now uses the WorldSkills framework as a trainer himself. He says, “I want to stay involved with WorldSkills and continue to develop my skills and knowledge as a tradesman, and in the long term would like to run my own business.”

Brigitte reflects, “Once you get inspired participants, they come back, and they give back as trainers or chief judges or mentors. WorldSkills just becomes part of your blood. Once you’re in, you’re in! It’s a really exciting part of our story.”

WorldSkills Conference

In October, WorldSkills Conference 2021 took place as live sessions in Shanghai and online, so delegates could join from across the world.





The overall theme for the WorldSkills Conference 2021 was “The Road Ahead: Skills for a Resilient Future” which was discussed over five days, across three tracks, by nearly eighty speakers and delegates from international organizations, policymakers, practitioners, businesses, and youth.

It was a thought-provoking theme in a year where we have asked Members to draw on their resilience more than ever before. The COVID-19 pandemic has, of course, brought unprecedented disruption to education, threatening to affect an entire generation of future workers. But, as delegates reflected, it has also brought to light opportunities, encouraged best-practice sharing, and accelerated innovation. It has shone a spotlight on how we can make economic recovery more inclusive for all. It has encouraged more industries to digitize. And it has quickened our trajectory towards net zero economies.

This idea was eloquently summed up by Jacqueline Tanzer, WorldSkills Champions Trust Regional Representative for Europe, during the closing plenary. She said, “The COVID-19 pandemic highlighted many issues that have been there before. Even if COVID-19 has made us regress with our agenda, it has also given us the opportunity to see things a lot clearer. It showed us what needs to be done, now.”

Throughout the week, there were notable contributions from Members of the WorldSkills Champions Trust on the challenges in the future for youth; the Domestic Workers Association from Zimbabwe; and speakers from the World Bank, the International Labour Organization and UNESCO. Other participants included the African Union, United Nations Industrial Development Organization and OECD, the British Council, and the European Commission along with WorldSkills Global Partners Stanley Black & Decker, Festo, and Studica.

During these insightful sessions, we heard about many great solutions, strategies, and projects from around the globe. Delegates left reassured that cooperation at a national, regional, and global level is working better than ever.

WorldSkills Conference 2021 concluded with a call to action, with CEO of WorldSkills International David Hoey saying, “We heard loud and clear that skills are the critical pathway out of this crisis and creating a green future. Equal access to skills is necessary to build equal societies and a more resilient world.”

Thank you to our Conference Coalition Partners for their collaboration in hosting WorldSkills Conference 2021 – the African Union, British Council, European Commission, Federal Ministry of Education and Research Germany, Global Apprenticeship Network, International Labour Organization, OECD, UNESCO, UNEVOC, UNIDO, and WorldSkills China.



Outcomes from WorldSkills Conference 2021

Full details and videos of the sessions can be found at worldskillsconference.com/2021. Here are some of the most critical points to come out of the conference...



Track 1: Skills for green jobs

It was encouraging to hear from the International Labour Organization (ILO) that a green recovery scenario with bold new climate strategies and investments into renewable energies, building efficiency, and green transport, could add some 20.5 million jobs by 2030, mostly for medium skill level workers. This means that youth choosing to enrol in VET could have great career prospects in future greener economies. As put forward by many speakers, to integrate greens skills universally across curricula, will require updated qualification frameworks, and more coordination to connect TVET with the world of work. Neil Bentley-Gockmann, CEO of WorldSkills UK, said, "One of the challenges we need to focus on is inclusion. There are massive skill gaps, whether that's in green skills, digital skills, engineering, and construction. We have to include as many young people as possible in those career pathways."

Track 2: Poverty reduction through skills

The pandemic resulted in the loss of 9% of working hours in 2020, and 4 to 5% cent in 2021. This affected low-skilled workers, women, and youth to a greater extent. Sessions discussed how countries can build more inclusive skills systems that ensure disadvantaged and marginalized groups can access and participate equally in VET so that no one is left behind. And with remote learning having become the most immediate solution to continuing education and training, the digital divide is also one of the most concerning issues raised during the Conference. The future of youth relies on how we deal with the main challenges of today. Guy Ryder, Director General of the International Labour Organization (ILO), said it loud and clear when he asked, "Will this fourth industrial revolution make societies more unequal or better? The answer depends on the policies we adopt to deal with it."

Track 3: The future of apprenticeship systems

COVID-19 has highlighted the need for agility in the labour market, and apprenticeships are a cross-cutting approach to addressing skill gaps and mismatches, as well as unemployment and poverty. More efforts are needed around apprenticeship awareness and promotion at global and country level. Apprenticeships need to be presented as respectable options, as well as including all stakeholders businesses, in policy development processes. Nazrene Mannie, Executive Director of Global Apprenticeship Network (GAN), said of the challenge, "If every business, every organization, can create one apprenticeship opportunity and we multiply that by the millions of businesses around the world, we can get so many young people into training, into viable learning, and then into earning."

WorldSkills General Assembly

The close of WorldSkills Conference also marked the conclusion of WorldSkills General Assembly 2021.

Usually held in person, this was the second WorldSkills General Assembly to be hosted online after another year of global disruption. The remote sessions started in September with Working Group meetings and side-meetings, leading up to the series of General Assembly sessions in October.

A key focus continued to be the feasibility of hosting a live WorldSkills Competition in Shanghai in 2022 amidst COVID-19 restrictions, as well as looking ahead to WorldSkills Lyon 2024.

Tributes were paid to Board member John Oates, whose sudden and unexpected death in May, was, said President of WorldSkills Chris Humphries, “nothing short of a tragedy”. John spent over 40 years supporting skills in Canada and was appointed WorldSkills Treasurer only last year.

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**MEMBERS WERE
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TO AVOID ANY
FURTHER DISRUPTION
TO OUR COMPETITIONS
AND TRAINING.**

”

Our newest Members introduced themselves, with presentations from Azerbaijan, Kenya, and Uzbekistan. And there was a warm welcome to Global Partner, Zhengzhou Jiean Hi-tech Co., Ltd. from Henan, China, who are specialists in technology simulation and virtual reality training in railway systems, aviation, and navigation.

With a series of votes, Members approved the WorldSkills Regional Development policy and the implementation of the WorldSkills Occupational Standards Development Centre in partnership with Skills Finland. Members were also updated on the progress of the Impact Statement, a long-term project to measure and share the global impact of our movement.

Throughout 2021 the commitment and investment in Skills Development in Africa continued through a strong partnership with the African Union, and support from Members including Belgium; Brazil; China; France; Germany; Japan; Korea; and South Tyrol, Italy, as well as Global Partners Festo, VCOM, and Lincoln Electric. Plans for WorldSkills Africa Swakopmund 2022 were also shared with Members. It will be the second regional competition on the continent.

Lastly, but by no means least, the sessions were an opportunity to share impressive initiatives from the Year of Innovation. Members were applauded for their agility in turning live events into hybrid or online formats, to avoid any further disruption to our Competitions and training. There was also recognition of individuals from the WorldSkills community and Members celebrating key milestones. Our congratulations to all the people and organizations creating a movement of change within their countries to expand skills development and excellence.

Champions Trust

In 2021, our WorldSkills Champions Trust went from strength to strength and have been busy representing WorldSkills at dozens of events and conferences as our skills ambassadors.



Not present: **Ivy Chen**
China, WorldSkills Abu Dhabi 2017,
Restaurant Service

These eleven young individuals are all WorldSkills Champions and alumni. We ask them to draw on their lived experience alongside their Competition experience and use it to inspire other young people to take up skills, to further the ambitions of the WorldSkills movement, and to ensure that young people are part of the global skills conversations.

Over the 12 months, their confident voices were heard at important events like the UN Political High Level Forum for Building Lifelong Learning Systems; World Youth Skills Day at the UN Headquarters; a UNIDO conference discussing “Can the Future of Skills Be Green and Gender Inclusive?”.

In October, Jacqueline Tanzer, WorldSkills Champions Trust Regional Representative for Europe, spoke at the closing plenary of WorldSkills Conference 2021. She reflected on how encouraging it was to see so many young people participate. She said, “Youth involvement in this Conference has been really remarkable. Eight out of the fourteen sessions had youth representatives on them, which means that we are more than half-way there.”

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- 1 Amelia Addis**
New Zealand, WorldSkills São Paulo 2015, Floristry
 - 2 Lee Hee Dong**
Korea, WorldSkills São Paulo 2015, CNC Milling
 - 3 Daniel Christophersen**
Germany, WorldSkills São Paulo 2015, Web Design
 - 4 Leo Rodrigues**
Brazil, WorldSkills São Paulo 2015, Jewellery
 - 5 Jacqueline Tanzer**
Austria, WorldSkills São Paulo 2015,
Graphic Design Technology
 - 6 Yusra Assali**
Morocco, WorldSkills Kazan 2019, Electronics
 - 7 Shae White**
Barbados, WorldSkills Kazan 2019, Cooking
 - 8 Dan McCabe**
United Kingdom, WorldSkills Abu Dhabi 2017,
3D Digital Game Art
 - 9 Euphrasia Mulenga**
Zambia, WorldSkills Abu Dhabi 2017,
Aircraft Maintenance
 - 10 Pearl So**
Hong Kong China, WorldSkills São Paulo 2015,
Visual Merchandising and Window Dressing

Lee Hee Dong, WorldSkills Champions Trust Regional Representative for Asia, delivered the opening remarks in the discussion about green skills and reminded the audience that we need more of a focus on sustainable skills to tackle climate breakdown. He said, “Young people want to contribute to a greener economy and find fulfilment working for companies whose green values align with our own.”

In December, Yusra Assali, WorldSkills Champions Trust Regional Representative for Middle East and North Africa, joined the opening session of UNESCO’s International Conference on Transforming Technical and Vocational Education and Training with President of WorldSkills Chris Humphries. She said during the session that, “The new future must be based on communication. We need to talk more with young people and actively involve them by giving them the microphone to speak and a chance to be part of decision making. Youth know what they want, and they should be given the opportunity to participate and share their voice.”

Champions Trust also participated in the YMCA Youth Led Solutions Conference; the inaugural APAC TVET Forum; the British Council’s VET Toolbox; and Hong Kong’s Education Bureau Steering Bureau. And former Champions Trust representative Anna Prokopenya stepped up as moderator for a session at the EuroSkills “Future of Skills” Conference 2021 in Graz, Austria.

The Champions Trust has also been a vital and active presence on social media throughout 2021.

Euphrasia Mulenga, WorldSkills Champions Trust Regional Representative for Africa, talked about her own achievements in Aircraft Engineering on Facebook, and shared what makes her #SkillsProud for our campaign in February. In March, Amelia Addis, WorldSkills Champions Trust Regional Representative for ASEAN and Oceania, chaired our first Facebook Live discussion for International Women’s Day, leading a discussion with four of our Champions Trust members about gender equality in skills training. Leo Rodrigues, WorldSkills Champions Trust Regional Representative for Americas, gave us some behind-the-scenes access to a day in his life as an expert jewellery maker when he took over our Instagram account in June. And Ivy Chen, WorldSkills Champions Trust Regional Representative for Asia, starred in a new video from WorldSkills China as an official Ambassador of WorldSkills Shanghai 2022.

The WorldSkills Champions Trust is a vital part of our mission. These impressive people ensure that their voices and the voices of all youth continue to help shape the WorldSkills movement over the coming years. If you are interested in becoming a member of the WorldSkills Champions Trust in the next intake of representatives. Look out for updates on our [website](#).



3. IMPACT STORY

From high-flying dreams to becoming a skills high-flyer: how Leonardo Rodrigues from Brazil unlocked his talent through WorldSkills.

“When I won a gold medal at WorldSkills São Paulo 2015, the world was seeing a boy that came from a place of social vulnerability, all because that boy had one opportunity to learn a skill that he fell in love with. My life was transformed because of WorldSkills. And I want everyone in the world to have the opportunity to do the same.”

In Brazil, about 17.1 million people live in the favelas of Rio de Janeiro. That is 23% of the city's population, around

1.5 million people. It is a harsh reality that doesn't present young people with many opportunities to develop themselves. Leo Rodrigues grew up in this environment. But from a young age, Leo was a dreamer. He would look up at planes overhead and wish he was going wherever they were going.

His parents were supportive. They told him only he could take responsibility for making his dreams happen, that it would take hard work and ambition, and that

they would always give him a safe place to come back to if it didn't work out. At that moment, Leo didn't know what he wanted, or even could, do. It was an encounter with a WorldSkills apprentice that inspired Leo to strive to be the best he could be in a skill that would one day take him around the world.

As a 15 year-old, Leo was just like each one of the 15% of young people in Brazil who were unemployed. He went searching for work and handed his CV out to anyone

and everyone, leading to a call back for an apprenticeship with HStern, a luxury jewellery maker. Curious, Leo accepted the apprenticeship. He was aware he didn't fit the typical profile of a jeweller and was told as much by others. He also knew nothing about the industry. But what he saw, he quickly fell in love with.

After noticing another jewellery student train to compete in the national WorldSkills competition, Leo was inspired. What he saw was someone entirely focused on their craft. He realized to be good at something he would have to put in the work. So, with the help of his WorldSkills trainer, Claudinei, he honed his talents. He trained 8 to 10 hours a day in the workshop working on technical skills like design, soldering, surface finishing, sawing, and dimension control. The WorldSkills Brazil trainers also prepared Leo for other skills he'd need for the competition, such as resilience, time keeping, and communication.

His success at the regional and national WorldSkills competitions saw Leo, a kid from the favelas, take centre stage for Team Brazil at WorldSkills São Paulo 2015. He took home gold for Jewellery, winning it for his country, his family, and to show that a young person from a socially vulnerable background can be the best and can redefine what it means to be a skilled jeweller.

After becoming the best, Rodrigues wanted to train the best. He travelled to India to train the 2019 candidate. "I could see in their life, how I saw in my own, that there are people who perhaps wouldn't usually have the opportunity to learn a profession and transform their lives, having their lives transformed because they were selected to train for the WorldSkills."

Suddenly opportunities opened for Leo and he decided to start his own jewellery business – not an easy decision in the middle of an economic crisis. The life of an entrepreneur in Brazil is tough with only one in every five companies succeeding after their first year of operations. He had to quickly learn how to do everything in his business from accounting to marketing. The perseverance and determination he gained from training and competing with WorldSkills helped him secure his first client, the famous Brazilian hair care entrepreneur Zica Assis who also grew up in the favelas and could relate to the struggles Leo had overcome.

Leo's success has all come from that initial opportunity to train with WorldSkills. "I have been able to build a business and create more jobs in my community. I love that my skills overflow and bless the lives of other people." One of these people who have been inspired by Leo is his own

sister Larissa, who is also a jeweller, and training to try and win gold at WorldSkills Brazil. "She saw my story; she saw my pathway."

He reflects, "What if WorldSkills could reach even more young people? What would be the impact on our society if more people are higher educated and have a profession, a career they really like and are prepared for. What if they had hope to reach the sky like I did? They would receive higher income salaries, be able to support themselves and transform their reality for their families and their communities."

That is why the WorldSkills community works hard to reach young people who might not have equal access to education and training and shows them what's possible through skills. Through training, competitions, and its global network, WorldSkills helps young people be more ambitious and unlock opportunities to excel.

“
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AND I WANT EVERYONE IN
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”



WorldSkills Museum

In 2021, work on the development of the WorldSkills Museum carried on in earnest. This unique exhibition space will showcase the history and impact of WorldSkills since the 1950s.

So it was with much excitement that WorldSkills International, in partnership with the Museum Project Department from WorldSkills China and WorldSkills Shanghai 2022, shared an update at General Assembly 2021 about how this one-of-a-kind project was unfolding.

Mark Callaghan, WorldSkills Museum Project Director, reported that work to date has focused mainly on content and curation, asset acquisition, and the design of the exhibition space.

Artifacts, souvenirs, and evidence from the last seven decades have been brought together thanks to the help of WorldSkills Members, Partners, Competitors, Experts, private collectors, and other archives, including 500 objects, 87 documents, 71 videos or interactive media, and 130 photographs. The first two shipments of these assets arrived from Madrid to Shanghai in 2021, and so the team has spent much of the year identifying and finalizing the asset lists and creating database records for each item. These multimedia, multi-dimensional records capture essential information about each individual asset, and will form the basis of the exhibition displays.

Work began in early 2021 to complete these records and, by the end of the year, WorldSkills International had identified and catalogued a total of 3,326 assets comprising physical objects, documents, photographs, and videos. And while not all assets can be used in the WorldSkills Museum, they could act as a source for future permanent or temporary exhibitions as well as being included in the WorldSkills Archive.



- **WORLDSKILLS INTERNATIONAL HAS IDENTIFIED AND CATALOGUED A TOTAL OF 3,326 ASSETS COMPRISING PHYSICAL OBJECTS, DOCUMENTS, PHOTOGRAPHS, AND VIDEOS.**



WorldSkills Experts Faculty

WorldSkills is nothing without its Experts. They play a critical role at WorldSkills Competitions, representing their country or region, and sharing their industry knowledge and experience with others in their skill. And they help build the capacity of Members and non-Members across our community.

So much of this knowledge sharing already happens informally, through events, meetings, and personal connections. But in 2018, WorldSkills decided to establish a more formal network that would allow Experts to continue their passion for skills development by contributing to the WorldSkills movement beyond the Competition.

The WorldSkills Experts Faculty (WSEF) now comprises 362 volunteers across more than 60 countries and regions. In fact, anyone who served in an official role of Expert at a WorldSkills Competition is eligible to join. The WSEF is led by representatives spanning specialisms from Fashion to Construction, Information Technology to Social Services. The team is expected to lead the volunteers in new initiatives that will build capacity, pass on knowledge, and further unite our WorldSkills community.



It was a productive 12 months, as the WSEF continued to show its unceasing passion for skills. They stepped forward and coached others online and, where possible, in-person to ensure skills excellence didn't falter in this challenging year.

Many of the WSEF members supported the WorldSkills Africa Capacity Building Programme. They also continued to work with the United Nations Industrial Development Organization (UNIDO), in Sudan on developing curricula as part of their competency-based training for unemployed youth, migrants, and refugees in Khartoum State.

The WSEF also started working with WorldSkills Ukraine, who were motivated to learn and improve their VET system, their own skills, and ultimately their skilled young people.

In June, the WSEF concluded its first phase of mentoring with WorldSkills Costa Rica which has been designed to develop training and work practices for the COVID-19 pandemic. This first phase focused on sanitation and the handling of food products, and skills like Cooking and Restaurant Service which are all important to the economy of Costa Rica.

"Costa Rica was specifically faced with a very unique challenge," says Meera Jayaraman, WSEF Representative for Creative Arts and Fashion. "As its economy is largely dependent on the tourism sector, they were hit very badly due to the pandemic. Everybody needs solutions, advice, and support when faced with challenges they have never experienced before. What made this programme particularly special was the relationship built between all the participants, and an eagerness on both sides to collaborate on more projects in the future."

Roy Ramirez, of WorldSkills Costa Rica, said of the programme, "Working with international peers is an excellent way to motivate our trainers, giving them the opportunity to share their challenges, ideas, and proposals with international Experts who have had experience in WorldSkills processes, teaching, and industry. It feeds back into their work and promotes growth under international standards. For WorldSkills Costa Rica, this process has allowed us to demonstrate the value of WorldSkills beyond the competition processes."

The mentoring centered round two to three-hour online meetings, with question and answer sessions recorded so they could be widely distributed. And the knowledge exchange was not one way. Experts were also given a virtual tour of Costa Rica's food and culture at the end of each meeting. The second phase has already started and will focus on Web Technologies and IT platforms. A further four topics are planned.

The WorldSkills Experts Faculty Representatives are:

- **Mark Bramer** (Skills Canada), Representative for Construction and Building Technology
- **Devin Flor** (WorldSkills Australia), Representative for Transportation and Logistics
- **Vesa Iltola** (Skills Finland), Representative for Information and Communication Technology
- **Meera Jayaraman** (WorldSkills India), Representative for Creative Arts and Fashion
- **Phattiraporn Khiewsanun** (WorldSkills Thailand), Representative for Social and Personal Services
- **Raili Laas** (WorldSkills Estonia) Representative for Construction and Building Technology

**THE WORLDSKILLS EXPERTS FACULTY
NOW COMPRISES 362 VOLUNTEERS
ACROSS MORE THAN 60 COUNTRIES
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Capacity Building Centres and Programmes

Building capacity among our Members and non-Members is one of the key goals of WorldSkills. We want to develop skills excellence for our young people by improving the support and training that our Experts can provide them. In doing this, we will increase the impact of Vocational Education and Training systems around the world.

Never was this more needed than in 2021. The ongoing COVID-19 pandemic, the delay of our WorldSkills Competition, and the urgent need to temporarily move away from live national and regional events, had limited the opportunity for Members to exchange knowledge, share best practice, and disseminate skills excellence across our community.

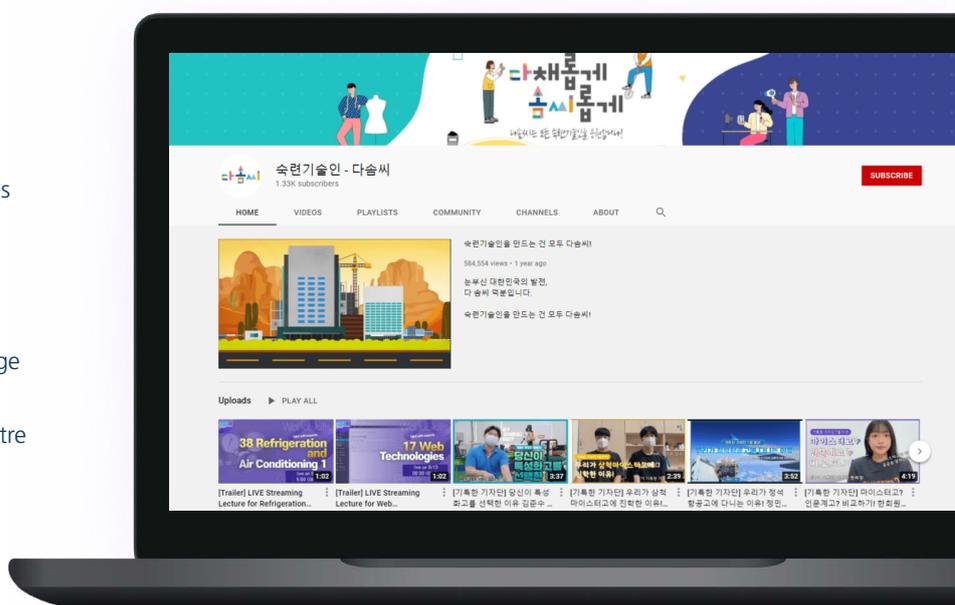
This is where our Capacity Building Centres and Capacity Building Programmes came in.

In 2021, we focused on these three things:

- Continuing to deliver training through our official Capacity Building Centres
- Converting much of our face-to-face training into online learning for those who we are unable to train in person
- Expanding our knowledge exchange programmes among WorldSkills Africa Members, with support from the African Union.

In Korea, we saw students and educators take part in intense training programmes and knowledge exchange at the Global Institute For Technical Skills, or GIFTS, which was the first WorldSkills Capacity Building Centre

to be established in 2018. Currently, the centre houses equipment and experts that can train students in skills such as Welding, IT, CAD, Machinery, Automotive, Electricity, Refrigeration, Carpentry, Cabinetmaking, and Plumbing and Heating. Added to that, it has nearly 100 dormitory rooms that can accommodate 176 students and teachers as well as practical training rooms, meeting rooms, a gym, an indoor garden, and a cafeteria. This means that students can travel from across Korea and other Member countries and regions and stay at the centre to build their skills excellence.



Our new pandemic-proof approach to capacity building saw us convert hundreds of training modules into online content, so that educators and students could continue to develop their skills virtually. One great example is the Korean YouTube channel that hosts dozens of training videos in multiple languages, including Mongolian, Spanish, and Azerbaijani, and which have been seen by over two million people.

In a similar way, the WorldSkills Capacity Building Centre in Chinese Taipei has been assisting skills development through the COVID-19 pandemic by sharing expertise and offering training online. It released skills training videos from Experts in Automobile Technology, Mechatronics, and Restaurant Service. In September, it ran a hybrid-format Skills Cooperation Symposium discussing skills exchange, capacity building, and skills cooperation. And in October, it hosted a series of online Skills Exchange Workshops including best practice on competition management.

Our Capacity Building Centres and WorldSkills Expert Faculty representatives continue to actively support the capacity building programme for WorldSkills Africa and are starting to return to in-person training for both Experts and Competitors now that global travel restrictions are beginning to ease.

Alongside other Members, they are hosting Capacity Building Workshops to raise the level of skills training and standards, and share expertise gained over many years by WorldSkills Experts. It is a way to accelerate skills excellence for those Members who want to make their national VET systems

more effective. The aim is still to upskill nearly 200 VET trainers and teachers from 13 African countries to be national Experts in 16 skills. More than 20 WorldSkills International Experts from 21 countries and regions are participating in this programme.

WorldSkills Germany, for example, continues to work in partnership with WorldSkills Ghana on a three-year programme to develop and train both Experts and Competitors, as well as establishing new improved training and performance centres. The long-term goal is to create a sustainable, independent, and successful training organization that reflects the uniqueness and opportunities within Ghana.

And in July 2021, we shared the news that WorldSkills Global Partner, VCOM, China's Guangzhou Technician College (GZTC), and the Inter-University Council of East Africa (ICCEA) are joining forces to accelerate online skills development. It kicked off with GZTC hosting a TVET webinar for 160 managers, teachers, and experts from vocational colleges in Ethiopia, Kenya, Tanzania, and the Seychelles.

This approach to capacity building is spreading far and wide across Members, with many of them setting up their own skills centres to cascade VET beyond those young people and educators involved in WorldSkills Competitions.

Read our next impact story to learn how WorldSkills UK is piloting a number of Centres of Excellence that bring together and pass on the best teaching and training practices from across the WorldSkills network.

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4. IMPACT STORY

Creating the cascade effect: how WorldSkills UK has been able to extend the impact of its competition-based training and demonstrate an economic return to the UK.

“WorldSkills really propelled me into what I want to be. It taught me there’s no limits or borders with what you can do with your life.” These are the words of Jon Cleave who, ten years ago, accelerated his graphic design career through the competition-based training that WorldSkills UK offers. Since then, he has had an impressive career in advertising agencies and has launched an agency that uses creative storytelling to protect our natural world. “I’ve taken everything I’ve learnt from my WorldSkills UK experience to develop my career and my new business.”

WorldSkills UK has long believed that the true impact of WorldSkills lies beyond the competitions, which is why it has advocated broader competitions-based training for all young people. To quantify this, the UK team, led by CEO Neil Bentley-Gockmann OBE, has been conducting its own research into the value that technically skilled young people have to UK industries and the economy.

He says, “Our national and international competitions are incredibly important to us, and to the young people and the educators that work so hard to participate. There is so much to celebrate within the competition arena. But we believe the real value of our work should be proven in the ways we elevate skills excellence for all young people. That is why we have carried out research to find out whether, by upskilling young people this way, we are also improving standards of skills education and contributing to a productive, competitive, more sustainable economy.”

The WorldSkills UK team turned their attention first to quantifying economic benefits. They wanted to know if it was possible to calculate a financial return on UK investment in raising skills to a world-class standard. In 2021, WorldSkills UK commissioned Frontier Economics to carry out an economic study and concluded that investment in skills excellence can, literally, pay off. The report offered exciting new evidence to show that technically

skilled young people are reaping a greater financial return on their time, energy, and passion. They are finding themselves more employable and more valuable to employers. In fact those with the highest levels of technical skills can earn on average £14,000 more than their less-skilled peers.

WorldSkills UK had over 200,000 young people engage with their organization between 2018 to 2020, either through competition-based training, careers inspiration activities, or educational content. These young people are motivated, in part, by the improved career progression and earning potential that high-level technical skills offer. The study also found that these young people are also able to meet an increasingly tougher jobs market with skills and confidence fit for the future. For the UK, encouraging more young people to follow this route could mean a more motivated workforce, the closing of the technical skills gap, and economic growth.

Most significantly, the study was able to prove there is a financial return on investment in WorldSkills UK for the UK taxpayer. The report concluded that this emerging skills economy could represent as much as a £4.50 return on every £1 of investment made by the Department for Education, through future earnings and industry growth.

Neil reflects, "This data indicates the economic potential of the WorldSkills movement in the UK. Being able to quantify our work as a financial return has helped us to attract more funders and investment. And it has also motivated our investment in a broader programme around a Centre of Excellence which is designed to help teachers raise standards of skills for any young person thinking about developing technical or vocational skills, not just those involved in WorldSkills UK programmes."

The Centre of Excellence is in the second of its three-year pilot. It is managed and delivered by WorldSkills UK and funded by NCFE. It is a skills and knowledge transfer programme which aims to improve standards in technical and vocational education and training (TVET) by helping educators embed competitions-based training methods, and international best practice and tools into everyday training and assessment.

Neil explains, "The Centre of Excellence is our way of bringing together the best teaching and training practices from across the WorldSkills international network and applying these in the UK. It's our aim to create a world class tier of teachers who are not only able to raise the standards of skills but improve the performance and achievements of all the young people they teach."

The evaluation of the first year focused primarily on assessing WorldSkills UK's Train the Trainer programme where

“ **THE CENTRE OF EXCELLENCE IS OUR WAY OF BRINGING TOGETHER THE BEST TEACHING AND TRAINING PRACTICES FROM ACROSS THE WORLDSKILLS INTERNATIONAL NETWORK AND APPLYING THESE IN THE UK.** ”

five educators in 20 providers (100 in year one) learn new ways to develop TVET skills and knowledge in their learners. Each person then delivered this training to a further ten educators in their organization in each of the following three academic years, creating a cascade effect.

The results from the evaluation suggest that the programme is engaging with a mix of providers – and so reaching educators from economically deprived areas or with a higher proportion of ethnic minority learners who might not traditionally have had access to WorldSkills activities. It also shows that educators believe the programme, the teaching, and the advice from the international Skills Coaches was of very high quality and key to the success of the training.

And if the Centre of Excellence programme is really going to achieve its ambition of raising national standards for TVET then there needs to be a noticeable shift in training and assessment techniques and behaviours.

In the first year, there already appears to be. Eighty per cent of educators agreed that their knowledge increased and three quarters thought that the programme had given them more confidence in teaching their subject or skill. Eighty eight per cent said the programme had already had some

impact on their teaching practice, and most were already sharing their learnings with colleagues through quick wins that are easy to embed within teaching. Learners are gaining too. 79% of those in sessions led by an educator trained through the Centre agreed that the activity had improved their technical skills and over 70% said that it had a major or substantial impact on their aspirations for their future education and career.

Neil and his team are incredibly motivated by the findings. "We always believed in our impact. But now we are starting to prove that we are reaching even more young people and educators through our training and development programmes, and through our Centre of Excellence. Greater participation will change perceptions around vocational skills, raise the standards of skills training, increase our skilled workforce, and ultimately deliver greater economic return for our country."

He concludes, "At a time of economic recovery, after the financial fallout from COVID and Brexit, our research and insights make clear that higher standards of skills and renewed investment in a skills economy is vital if we want to boost inward investment, create jobs, grow industries, and mobilize young people to be the future workforce we need."

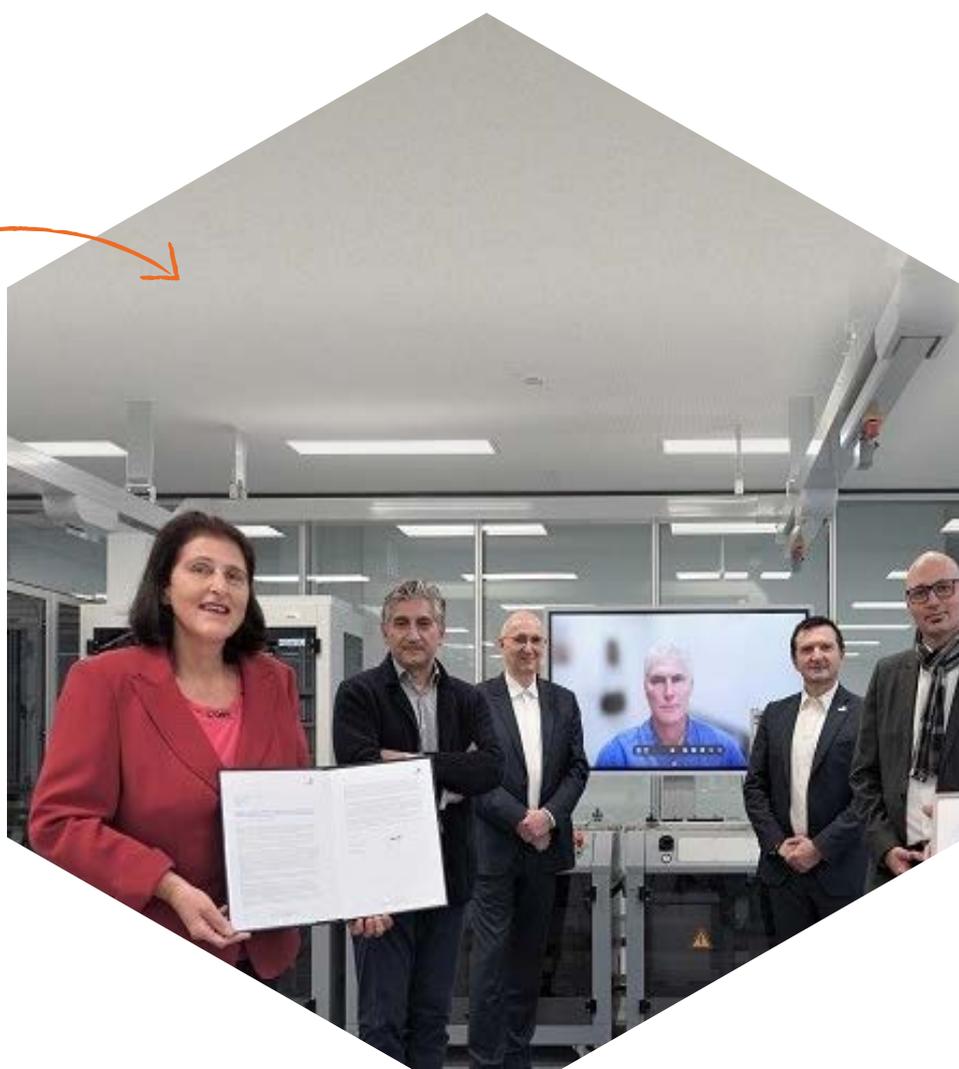
Global Partners

In 2021, our Global Partners have once again given us their loyal and constant support. More than ever, they deserve our heartfelt thanks.



Firstly, we have much to thank Samsung for supporting WorldSkills. We were delighted to receive confirmation in 2021 that this impressive global organization would continue as a Global Premium Partner and Overall Event Presenter for the 46th WorldSkills Competition. For this, we are eternally grateful. It is the fifth time Samsung has been the headline supporter of a WorldSkills Competition, and marks a 14-year partnership with WorldSkills, reflecting its longstanding commitment to developing young talent and driving innovation.

We also want to take this opportunity to give particular thanks to Festo who, in 2021, celebrated 30 years as a WorldSkills partner. Together, Festo and WorldSkills have demonstrated a long standing commitment to the vocational training of young people. A leading world-wide supplier of automation technology and a solution provider for technical education, Festo was presented with a letter of appreciation and certificate to mark the occasion.



We were also lucky in 2021 to welcome new Global Partners and launch new initiatives.

In June 2021, at an online signing ceremony, WorldSkills welcomed Jean Hi-tech as a Global Partner. A producer of hardware and software solutions for rail vehicles, Jean Hi-tech will join our other international industry leaders who are committed to raising the profile and recognition of skilled professionals around the globe. The new partnership also signals the introduction of a brand new skill to future WorldSkills Competitions, Rail Vehicle Technology. With Jean Hi-tech's experience and expertise, we hope to encourage more young people to follow a career in rail-related industries.



In July 2021, we shared the news that WorldSkills Global Partner, VCOM, China's Guangzhou Technician College (GZTC), and the Inter-University Council of East Africa (ICCEA) have joined forces to accelerate online skills development for countries in east Africa and the Seychelles. The initiative is being delivered under the East Africa Skills for Transformation and Regional Integration Project (EASTRIP) initiated by the World Bank and kicked off with GZTC hosting a TVET webinar for 160 managers, teachers, and experts from vocational colleges in Ethiopia, Kenya, Tanzania, and the Seychelles.

Finally, we would like to congratulate Russ Chaney, who retired in 2021 as the CEO of the International Association of Plumbing and Mechanical Officials (IAPMO) after serving the organization for 25 years. He was awarded a rare WorldSkills Fellowship for a "longstanding, highly distinguished, and valued contribution" to vocational education and training, with CEO of WorldSkills International, David Hoey, praising his "experience, commitment, professionalism, and energy."



Global Premium Partners



Samsung Electronics

Samsung believes in using technology to inspire young talents to develop a passion for skills and build a better world. It is our honour to work with WorldSkills and see first-hand how their members and partners are doing exactly this. It is through your invincible spirit that we will overcome the challenges of today and build a better tomorrow. We look forward to continuing Samsung's partnership with the WorldSkills family and creating an educational and successful program for all.

Dr Woosup Han

Secretary General of Samsung Skills and Vice President for Samsung Electronics



Stanley Black & Decker

At Stanley Black & Decker, we're for those who make the world. We are helping our employees and the makers of tomorrow master the skills and expertise they need to secure productive jobs and revitalize communities, now and well into the future, even as the nature of jobs and work itself rapidly evolves. For more than a decade, we've proudly supported WorldSkills in the effort to celebrate the skilled trades of the future. And we work hard to bring the innovative tools needed for them to build and maintain our world.

Jaime Ramirez

Executive Vice President & President of Global Tools & Storage, Stanley Black & Decker



Global Industry Partners



3M

As a global science, technology and manufacturing company, 3M has the unique capabilities and passionate employees in place to help introduce young people to STEM and skilled trades career paths. Our new global, education-focused goal to advance economic equity is to create five million unique STEM and skilled trades learning experiences for underrepresented individuals by the end of 2025. We are thrilled to partner with WorldSkills on this shared vision to empower communities.

Maureen Tholen

*Vice President, Sustainability,
3M*



AWS Educate

The COVID-19 pandemic has greatly affected people's lives and key industries, including telecommuting, online education, travel and hospitality, life science, and more. We are seeing cloud computing playing an important role in supporting these industries, making companies become more agile, saving cost, and accelerating digital transformation. AWS educate is committed to cultivating future cloud talents through its world-leading cloud technology and various education programs. We are happy to work with WorldSkills International in developing the next generation of skilled professionals.

George Ling

*General Manager,
Enterprise Business Development,
AWS Greater China Region*



American Welding Society

The American Welding Society (AWS) and WorldSkills share a commitment to developing the next generation of skilled trade professionals across the globe. Our partnership provides AWS the opportunity to engage and collaborate with students, educators, and industry partners in an exciting, competitive platform. As we strive to make the world a safer place by bringing more highly qualified young people into skilled trades, AWS is proud to continue as a WorldSkills Global Industry Partner.

Monica Pfarr

*Executive Director of the
AWS Foundation,
American Welding Society*

Global Industry Partners



Autodesk

Autodesk is committed to empower young people around the world to imagine, design, and make a better world. We are honoured to provide the latest advanced manufacturing, construction, and entertainment solutions, used by leading professionals globally, to all WorldSkills Competitors and Experts for free via www.autodesk.com/worldskills. Economies of the world will need young skilled talent to solve environmental and social challenges. We are excited to partner with WorldSkills and support the next generation of designers, innovators, and creators to make the new possible.

Philipp Mueller

*Head of Global Strategic Alliances,
Autodesk Education Experiences*



BASF

As a Global Industry Partner of WorldSkills International, BASF's sponsorship demonstrates its long-standing commitment to developing new talent in the global automotive refinish industry. Through the WorldSkills Competition, with our Glasurit brand, we focus on sustainability, digitalization, and diversity for the next generation of spray painters and help them master the right skills and techniques for the modern bodyshops of the future. We continue to help young talents reach new heights through passion for the profession and to support industry growth.

Fabien Boschetti

*Director of Global Marketing –
Automotive Refinish Coatings
Solutions,
BASF*



Car-O-Liner

While 2020 was a very different year in so many aspects, 2021 will be remembered as a year of adaptation. When urgency meets the need for critical decisions, being able to rely on skilled and trained workers and specialists makes a difference. From adapting production routines to changing protocols, from finding innovative ways to overcome the lack of hands-on experiences, from being reachable while protecting employees and their families, many gaps that opened were closed with focused flexibility. Customers and partners around the world were all in different stages of the pandemic, and yet never felt closer. As a Global Industry Partner to WorldSkills International, we are looking forward to further strengthening the development of skills in the Autobody Repair arena.

Roger Marti

*Director of Marketing,
Car-O-Liner Group*



DHL

With the continued global COVID-19 pandemic, 2021 marked a particularly challenging one for the world and also the WorldSkills community. This year perfectly showed the ever increasing demand of skilled and trained people to overcome global challenges, and the value of skills for economic growth and personal success. At DHL, we aim to connect people and improve lives. A goal that perfectly aligns with the vision of WorldSkills International – we are therefore proud to continue our engagement as a Global Industry Partner.

Patrick Dexheimer

*Global Event Logistics Head of Events,
DHL*



DMG MORI

At DMG MORI, we see changes as opportunities. We pull new strengths from them and learn every day to become even better. High-precision machines from DMG MORI are at the beginning of global value chains and it requires skilled workers to optimally utilize them. We encourage young talents with state of the art training right from the start while laying important foundations for the future. Together with WorldSkills International, we support the global initiative to further strengthen lifelong, digital learning.

Jan Möllenhoff

*Managing Director,
DMG MORI Academy*



Epic Games

As global demand continues to grow, there has never been a better time to develop real-time 3D skills. At Epic Games we are committed to helping people around the world prepare for the many industry-spanning opportunities available today, and in the future. We're proud to extend our Global Industry Partnership with WorldSkills, whose platform and programs are uniquely designed to enrich and inspire students to reach their goals and prepare for successful careers.

Julie Lottering

*Director of Unreal Engine Education,
Epic Games*

Global Industry Partners



FANUC

This year FANUC manufactured its 840,000th robot, providing a key indicator of robot population growth and the need for new industry talent. As a company, we therefore implement a willing obligation to support young people in developing skills for Robot System Integration. At FANUC, we are proud to be a Global Industry Partner of WorldSkills. Today's young engineers are excited about robotics and it's vital that WorldSkills continues to fuel this enthusiasm. We believe this is the way to ensure industry prosperity long into the future.

Shinichi Tanzawa

*President and Chief Executive Officer,
FANUC Europe Corporation*



Festo

Our 30-year Global Industry Partnership with WorldSkills, is an achievement we are extremely proud of. For the past 30 years and the years to come, inspiring and supporting young people to develop their skills and a career in a technical profession has been and will be our mission. As learning becomes digital, we are proud to provide with Festo LX a digital learning experience that combines digital learning with hands-on training on our learning systems. With Festo LX we support equal and high-quality education, especially during the pandemic, introducing hybrid competitions in preparation for WorldSkills.

Dr Hans Jörg Stotz

*Member of the Board,
Festo Didactic*



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. And we value the chance as a WorldSkills International partner to directly assist those countries and regions, and their institutes.

Marc Tremblay

President, Fluke



IAPMO

The International Association of Plumbing and Mechanical Officials (The IAPMO Group) remains committed to the WorldSkills vision and mission. We commend the efforts and integrity of members and partners across the world who have continued to champion the WorldSkills movement despite the many challenges of the global pandemic. We stand proudly with WorldSkills global family, and wish everyone the very best of luck and continued success in preparation for WorldSkills 2022.

David Viola

CEO, The IAPMO Group

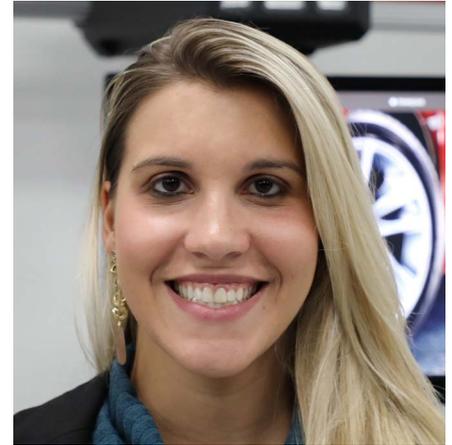


Jiean Hi-tech

After years of preparation, Jiean Hi-tech feels honoured to be a new partner of WorldSkills International and to be able to support global competitions. We cherish this relationship and share the same development goal with WorldSkills International. Led by WorldSkills International and its Vision 2025, Jiean Hi-tech spares no efforts for providing rail transit youngsters opportunities to showcase themselves on the global stage and promoting global Rail Transit VET balanced development. Moreover, we would like to contribute to the sustainable development of WorldSkills Competitions with our VET solutions in domains other than rail transit.

Zhisheng Gao

*General Manager,
Jiean Hi-tech*



John Bean

2021 was supposed to be the year in which we would, for the first time, support WorldSkills as a Global Industry Partner at a major event. It was to demonstrate our intensified commitment to inspiring young professionals, embracing talent, and developing skills around Automobile Technology more than ever as vehicles undergo several parallel major technological shifts. Unfortunately, an unprecedented pandemic forced our community to shift. While this meant young professionals were not able to compete as expected, their contribution to keeping our world rolling can simply not be questioned. The dedication shown by these skilled members of our society has only reinforced our commitment to partnering with the WorldSkills family to support the transition of mobility-related skills to the next level.

Mariana Montovaneli

*Director of Marketing,
John Bean*

Global Industry Partners



Lincoln Electric

Practical skills development could not be more important today. Lincoln Electric and WorldSkills International have always been strategically aligned in development of skilled talent around the globe. We value 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.

Jason Scales, Ph.D

*Head of Education,
Lincoln Electric Global*



Mastercam

Now more than ever, students are needed to help solve the world's manufacturing challenges. WorldSkills inspires students to develop a passion for skills and pursuing excellence. They inspire young competitors to reach new heights, helping them turn their passion into a profession. For these reasons and more, we are proud of our ongoing partnership with WorldSkills. Together with WorldSkills we remain committed to growing the quality and quantity of students that will help shape the future of manufacturing

Meghan S. West

*President and CEO,
CNC Software, LLC.,
Mastercam*



Mitutoyo

For Mitutoyo, it is important to create a platform to promote the development of young people and help their talents flourish. For many years, Mitutoyo has been the exclusive global partner of WorldSkills in the category of measuring, and shares with WorldSkills the vision of promoting vocational education and training for the younger generation around the world. Mitutoyo is currently working to spread measurement knowledge in the form of e-learning through WeChat. Mitutoyo will continue to work with WorldSkills to support the young people.

Yukihiro Sakata

*Chairman of Mitutoyo Measuring
Instruments (Shanghai) Co.,
Mitutoyo*



Saint-Gobain

Saint-Gobain's commitment to "Making The World A Better Home" relies on designing and delivering innovative and high performance solutions that improve our habitat and our daily lives. Whilst we provide training on implementation of these solutions via our network of international training centres, we continue to recognise the important role of WorldSkills in advocating for vocational skills, attracting young talents and motivating them in their chosen career. It is an essential ingredient to address the challenges of today and tomorrow.

Dutt Thirumalai

*International Business
Development Manager,
Saint-Gobain*



SATA

2021 began with the hope that we could reignite our business and training activities comparable to 2019. Life has taught us differently, although we could at least see a global effort to bring students back into the classroom and into courses. This second year of the pandemic was hurting especially young people who very much depend on the opportunity of interactive learning in their professional environment. Thank you to those who went the extra mile and still made it happen!

Jörn Stöver

*Export Sales Manager,
SATA*



Siemens

Siemens is proud to support talented and skilled young people on their way to a promising future by embracing the principles of collaboration, flexibility, and openness. This mindset is key for developing open applications, with increasingly cloud-based and as-a-service solutions and IoT-enabled hardware. My own motivation for supporting WorldSkills is my strong belief that learners can accelerate value creation in industry, buildings, and mobility through the power of their skills – on open digital business platforms like Siemens Xcelerator.

Rainer Brehm

*CEO Factory Automation,
Digital Industries,
Siemens*

Global Industry Partners

Global Supporter of WorldSkills International



Studica

Studica is thrilled to take part in highlighting Mobile Robotics. As robots continue to play an expanding role in industry and our daily lives, the importance of this skill constantly grows. As a Global Partner of the WorldSkills Mobile Robotics Competition, Studica helps inspire students to find new ways to use robots to solve problems. The skills gained by creating, designing, building, and maintaining these robots give students the skills needed for strong careers that innovate our future.

Frank Nanfara
*CEO and President,
Studica*



VCOM

Time flies, and it has been five years since VCOM joined WorldSkills International. We were brought together because of our common visions and values about making the world a better place. We share a common sense of mission, responsibility, education, and dedication. By following our original aspirations, closely collaborating, and supporting each other, we are making steady progress on “improving our world with the power of skills”. Through this big family of WorldSkills, VCOM will continue to provide professional and quality training, and skill improvement resources for competitors, coaches, students, and teachers around the world, so more youth can learn about WorldSkills and achieve their goals in life with skills.

Cathy Wang
*CEO of Guangdong VCOM Education
Technology Co.,
VCOM*



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)*

Financial report



● Membership	1,495,300
● Admission fees	17,000
● Hosting fees, infrastructure, and operations management contributions	250,000
● Sponsorship	1,020,000
● WorldSkills Museum	371,845
● Project income	96,758



● Organization	20,476
● Competition	296,983
● Sponsorship, Partnership, and WorldSkills Experts Faculty	8,948
● Projects	136,729
● Communications and marketing	130,859
● Champions engagement	4,503
● WorldSkills Conference	56,372
● WorldSkills Museum	371,845
● Staff	1,464,883
● Information systems	117,821
● Office costs and professional fees	169,300
● Interest and foreign exchange expense	6,938

Notes: Figures provided here are taken from the WorldSkills International 2021 Audited Financial Statements. The 2021 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.

Looking ahead: 2022 and beyond

While 2021 has been the Year of Innovation, 2022 will be one of impact. The hard work and commitment of our Members over the last 24 months continues to pay off. We are seeing the rescheduling of live events, the return of face-to-face training, and those initiatives postponed are launching in full force.

As a preview for next year's report, here are some early highlights of events and achievements in 2022...



WorldSkills Competition 2022 Special Edition

WorldSkills International, in agreement with WorldSkills Members, WorldSkills Shanghai 2022 Executive Bureau, and WorldSkills China (MOHRSS), sadly has had to announce the cancellation of WorldSkills Shanghai 2022. It has been an incredibly hard decision because of the enormous energy and commitment that had already gone into planning the event. The COVID-19 pandemic has proved that, for now, an event of its kind was impossible. After a brief moment of shock, we have seen the most incredible display of teamwork and resilience.

The WorldSkills community has rallied around to create a replacement format for our 46th WorldSkills Competition, WorldSkills Competition 2022 Special Edition. This new format can ensure our young people, who have worked so hard to prepare for Shanghai, can still compete to be the best of the best. Between 7 September and 26 November 2022, our Members and Partners will be hosting a remarkable collection of 62 skill competitions hosted in 26 cities, attended by over 1,000 Competitors from 58 countries and regions. It promises to be a unique and hugely exciting series of events and a great testament to the adaptability of our community.



WorldSkills Swakopmund 2022

The second WorldSkills Africa Competition has taken place in Namibia from 28 March to 2 April 2022 and was another leap forward in the WorldSkills Africa movement. Seventy Competitors from nine African countries, plus Team Refugees, have competed to win medals across 16 skills. As well as giving skilled young people the chance to compete against their peers across Africa, the event has shone a light on the need to invest in skills and help TVET institutions benchmark their programmes internationally. Importantly for Competitors and Experts, it has been one of the first times they have been able to train and meet together since the start of the COVID-19 pandemic. Speaking at the closing ceremony Euphrasia Mulenga, WorldSkills Champions Trust Regional Representative in Africa, said to the attendees, "I believe individual change leads to society change and together we can drive the economy positively. Today's youth are tomorrow's leaders. Champions, and every youth out there, let us be the change we want to see!"



UN Transforming Education Summit

September 2022 sees the UN Transforming Education Summit take place in New York, attended by thought leaders, policy makers, educators and youth from across the globe. Just like the WorldSkills community, those involved in the Summit believe that every person should have equitable access to lifelong learning so they are better able to meet the challenges of the future. They want to ensure that all people receive the right learning and develop the right skills so they can create just and sustainable economies and societies. WorldSkills International, as Stakeholder Co-Lead of Thematic Action Track 2, has been meeting with other international partners, NGOs, charities, and education thought leaders over the last few months. Our representatives have been putting forward insights and ideas from decades of experience in improving industries and economies by attracting more people to Vocational Education and Training (VET) and by lifting the standard of skills. We will be sharing the recommendations from the Summit and applying them to our own strategies and initiatives over the coming years.



WorldSkills Occupational Standards Development Centre

Initially unveiled at the WorldSkills Conference 2021, work will continue at pace on the WorldSkills Occupational Standards (WSOS) Development Centre, led by WorldSkills International and Skills Finland. The goal is for the centre to become a space for the research, design, development, and sharing of global standards that can support skills excellence for all Members, non-Members, and their countries. It will offer new cooperation opportunities for education providers, companies, and organizations. It will help coordinate a more effective skills network. And for our WorldSkills community, it will mean that we are better equipped to deliver more successful national VET systems and improve VET practices worldwide. Watch this space for more news about the official launch of the centre.



5. IMPACT STORY

Building life skills alongside technical skills: how Euphrasia Mulenga from Zambia learnt so much more than how to be an aircraft maintenance engineer.

“WorldSkills has challenged me to see myself as a mountain climber. If you get to the peak, you don’t then go and climb a lower mountain. You’d want to go and climb a much higher mountain.”

Euphrasia Mulenga admits she has always been a dreamer, but she didn’t know how far her ambitions could take her until she started training and competing with WorldSkills Zambia at a national and international level. Now as a WorldSkills

Champion and one of the Champions Trust, Euphrasia admits she continually sets her sights on new goals. She says, “Since I’ve represented WorldSkills Africa, I find myself taking up more challenges. I see that I am growing. I am going to keep looking for other challenges and keep learning as life goes on.”

Her dreams began as a young child sitting beside her dad, watching him fix things around the house or service their car. If

things broke when her dad was out, she would try and repair them herself. But it was a school trip to the Kenneth Kaunda International Airport in Lusaka that made her want to be an aircraft engineer. She recalls, “We were lined up watching a plane take off. I saw the air hostesses get on. I saw the pilots smartly go in. But I was more interested in the guy on the ground giving the signs to the pilot to say, ‘OK now you can start up the engines and you’re good to go’.”

Like many WorldSkills Competitors, it wasn't instantly clear what a career as an aircraft engineer looked like or, importantly, how she could get there. She remembers, "My community around me thought I was just being a dreamer again. They tried to talk me out of it saying I was too small and tiny to lift an aircraft engine. At least I knew how to correct them and explain that they have machines to do that!"

Further education in Zambia only receives 9% of the country's total spending on education so it's not easy for high school students to continue their studies unless they fund it themselves. Euphrasia's parents were able to support her, and she went to Zambia Air Services Training Institute (ZASTI) in Lusaka. While waiting to start, she spent her time developing her computer skills and soaking up the engineering environment, sometimes walking to the airport next door to see the aircraft. "I would speak to senior students who would say negative things that could be demoralizing. But I didn't have a second option in my head. This was the only thing I wanted to do."

Even with this determination, the career path ahead wasn't clear, and it was only when she was working in a company to get industry experience as part of her studies that she encountered WorldSkills, and her horizons were broadened. In 2014, WorldSkills Zambia added Aircraft Maintenance Engineering to its list of skill competitions and went looking for young people to compete. Her company put her forward and she began training to represent Zambia at the international competition.

A new and unknown path of opportunity had opened, but it was followed by great loss. Just one month before WorldSkills Abu Dhabi 2017, Euphrasia lost her dad who had been her biggest cheerleader throughout her career so far. Her great sadness gave her even more determination to compete well in tribute to him. As if that wasn't hard enough, at the very

last minute WorldSkills Zambia said they didn't have the budget to send Euphrasia to the international competition. "I had worked so hard only to be told I couldn't go. I met with my Expert, and we knew we had to find sponsors. We went to the national airport and a few companies and luckily everyone just got on board. Zambia Airports Corporation Ltd (ZACL) offered to buy my ticket; Royal Air Charters offered to buy me the kit; Corporate Air Maintenance Ltd paid for my allowances to stay; and ZASTI paid for my visa."

**“
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”**

When Euphrasia looks back on that difficult and intense time, she remembers the incredible resilience that competing in WorldSkills gave her, resilience that has given her confidence to expand her training, go further in her qualifications, and keep growing professionally.

"Everything was new at WorldSkills. I hadn't travelled overseas on my own. On the first day I really panicked. All the tools and equipment were unfamiliar to me. I didn't have enough time to get to know how to use everything and just had to improvise with my engineering skills. But the WorldSkills experts were really helpful."

The thing that inspired Euphrasia the most about WorldSkills was meeting people from different parts of the world who were so experienced in their skill. She says, "If a young person my age can be licensed to work on an Airbus 340 or 380 then I can do the same. Sitting down and chatting with other competitors, it really gave me hope because they also had their own challenges, but they have been able to go far. It meant I could also make it." Euphrasia has her Aircraft Maintenance Engineering (AME) licence now and is rated to work on a Cessna 208.

When she reflects on what her career might have been like, Euphrasia believes that without WorldSkills she wouldn't have been so ambitious. She says, "I got motivated that there is more out there, and my dream shouldn't just be limited to what I can see around me."

With new career goals and a growing set of skills, Euphrasia is now dreaming on behalf of other young people in Zambia who want to make a career out of engineering. As part of the WorldSkills Champions Trust, she is inspiring others to follow her footsteps and think big.

She says, "When I was competing, I knew I wanted to continue to be part of WorldSkills. I wanted the young people training in my school to feel what it's like to work on this kind of equipment." She continues, "Not everyone is going to have the chance to compete like I did. But if Zambia wants to play a role in the aviation industry and the world economy, then the new generation of aviation engineers need to be trained right."

"WorldSkills has made me more confident to stand up and be proud of what I have achieved – because no-one can tell my story better than I can. I realize now that sharing my story will encourage another person. I am an aircraft engineer. But I can also use this skill to do many other things. I can be a motivator for people. I can be a role model. These are things WorldSkills has made me think and feel."

WorldSkills Board

In years of great challenge and change, Members rely even more on the WorldSkills Board to ensure we stay on course to meet our strategic endeavours. The WorldSkills Board is there to provide governance, guidance, security, and continuity.

Which is why on 12 May 2021, we were especially saddened by the loss of John Oates, a WorldSkills Board member, a huge supporter of skills development, and a dear friend.

John spent forty years working with young people, in the firm belief that skills have the power to change the worlds of both individuals and communities.

An educator and administrator with the College of the North Atlantic, his passion saw him serve on the Skills Canada Newfoundland and Labrador and Skills/Compétences Canada Board for 16 years, where he was Board President both provincially and nationally.

After five years as Canada's Official Delegate to WorldSkills International,

he was appointed to the WorldSkills Board in 2020, serving as Treasurer and continuing his commitment to the global skills movement.

John is remembered for his warmth of character, his kindness, his passion, and his steadfast commitment to advancing the global skills movement. The WorldSkills community misses him, and we offer both our thanks for his service and our deepest sympathies to his wife, Karen, his family, friends, and many colleagues around the world.



JOHN IS REMEMBERED FOR HIS WARMTH OF CHARACTER, HIS KINDNESS, HIS PASSION, AND HIS STEADFAST COMMITMENT TO ADVANCING THE GLOBAL SKILLS MOVEMENT.



Chris Humphries
*President and
Chair of the Board*



Laurence Gates
*Board member –
Strategic Development*



Michael Fung
*Board member –
Competitions*



Terry Cooke
*Board member –
Strategic Development*



San-Quei Lin
*Board member –
Strategic Development*



Ekaterina Loshkareva
*Board member –
Strategic Development*



Stefan Praschl
*Board member –
Competitions*



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