



worldskills

TOGETHER

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WorldSkills

Annual Report 2023



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PRESIDENT'S MESSAGE

The year started with a great deal of anticipation. As we looked ahead to WorldSkills General Assembly 2023 in September, we asked ourselves if this would finally be the year when we would have a chance to meet as one organization, in person, under the same roof. We had proved we could withstand the challenges of COVID-19 pandemic. We had adapted, we had innovated, and we had nurtured skills excellence in ways we could never have imagined. But the truth was that we were missing the connections and the creativity that sometimes only comes when you are in the room with a colleague, puzzling over a challenge, or designing a new solution.

WorldSkills General Assembly 2023 did not disappoint. Over 300 delegates descended on Dublin for a week to reflect on how far our skills movement has come, debate some of the most critical issues we face, and think about how we can steer our organization into the future. It was not the only live experience in 2023, of course.

There were planning meetings in preparation for WorldSkills Lyon 2024. There was the launch of WorldSkills Museum in Shanghai. We held an on-the-ground capacity building programme in Uganda. And there were many wonderful other events hosted by our Members and Partners, including dozens of national competitions and training workshops.

But, for me, Dublin was something different. Something special. Because it was the largest single gathering of WorldSkills Members and Global Partners we have had since 2019 and it left a big impression on me. Under the banner of "Together We Are WorldSkills", long-serving veterans met together with newly ratified countries and regions. Experience, past and present, came together in a wonderful melting pot of innovation!

In Dublin, as I listened to the many inspiring updates about WorldSkills projects from around the world that are improving the quality and accessibility of Technical and Vocational Education and Training (TVET), I was reminded of the wonderful quote from Margaret Mead, the American anthropologist.



She once said, "Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it is the only thing that ever has." WorldSkills is exactly that. A group of thoughtful, committed people, citizens of the world, who want to improve it for the better. Every single person in our community is driven by the same belief, that skills have the power to change worlds. We all know, with certainty, that investment in skills will help out communities to flourish, our industries to grow, and our economies to prosper. We believe it because we see it every day. It is there in the impact we have on the young Competitors. It is there in the way we transform industries with our Partners. It is there in the new TVET strategies we build with Members, educators, policymakers, and ministers.

As you read through this incredible WorldSkills Annual Report 2023 – which can only really scratch the surface of all we have achieved as a community – be proud of our skills community, in which you belong. Because, together, we are improving the lives of people, the future of our societies, and the health of our planet.

**Together we can change the world.
Together we are WorldSkills.**



*I can honestly say
I have never felt so
connected to our
skills community,
as I did in 2023.*

**Chris Humphries,
President of WorldSkills**

INTERVIEW WITH OUR CEO

Between the successes of WorldSkills Competition 2022 Special Edition and anticipation for WorldSkills Lyon 2024, we ask David Hoey, CEO of WorldSkills International, what has made the last 12 months significant for him.

What lessons did you take from 2023 and use this year?

That is easy to answer: the power of teamwork. We delivered Special Edition by pulling together and finding new ways of doing things. It showed us the real strength of our community and, for me, that has been the most important thing I have taken away from such an unexpected experience. Teams come in all shapes and sizes at WorldSkills. As CEO, I get to meet many of the incredible teams that make the WorldSkills movement what it is today. Teams like the WorldSkills Lyon 2024 Competition Organizer, who is busy preparing to welcome 1,400 Competitors to the city to showcase their skills excellence. The teams of WorldSkills Experts who bring our skill competitions to life and deliver exceptional training programmes. The WorldSkills Champions Trust who use their platform on the world stage to share the youth perspective on how skills can solve the pressing issues of our times. I could go on and on! For me teamwork is the number one super power of WorldSkills.

Did 2023 go the way you planned?

What year does? In a fast-moving, uncertain world, it is not enough to just be comfortable with change, we have to anticipate it at every turn. One of the things I lean on my team the most is to help us be responsive and prepared for the unexpected. You only have to look at where WorldSkills is at in 2023 to see how rapid our transformation has been since we set our Vision 2025. We will end this year with 86 Members representing diverse countries

and regions across the globe. We are preparing to launch a new regional platform with WorldSkills Africa. Our global standards are being embedded into national skills strategies and education systems. We have deep, effective partnerships with prominent international organizations like OECD, the World Bank, UNESCO-UNEVOC, and the International Labor Organization. We have established a WorldSkills Global Research Council. While all these initiatives were part of Vision 2025, how they have come about has been through hard work, relationships, and the ability to adapt to new challenges and opportunities.

How did you feel when WorldSkills General Assembly 2023 convened in person?

It was a joy to see everyone gather in Dublin. I missed the deeper engagement that only a face-to-face meeting can provide. Of course, I was lucky to visit many people throughout Special Edition and during some of my international visits and meetings. But there is nothing like getting everyone together in the same room to work on our organization and improve for the better. As much as we are a strong community, we are a fair one and the General Assembly gives us as a really important chance to talk openly, debate respectfully, and vote democratically. It is a lot easier to do that when you are in the same place. The real success of the meeting was getting some important consensus about how we want to move forward. I left with a tremendous sense of excitement and opportunity.

Which event stands out most for you during 2023?

This is such a difficult question as the year was full of some great events and initiatives from across our community. Yes of course, WorldSkills General Assembly 2023 was a high point because it played host to so many milestones in itself – the BeChangeMaker 2023 live pitch, the pre-launch of WorldSkills Africa, voting WorldSkills Croatia as host of WorldSkills General Assembly 2025 in Dubrovnik, and the official ratification of WorldSkills Kyrgyzstan to name a few. On a professional level, I felt a huge sense of pride when we opened WorldSkills Museum in Shanghai in November. I remember my visit to Shanghai back in 2019 when we visited the 100-year-old cotton warehouse on the banks of the Huangpu River. What I imagined back then does not come close to the incredible installation that has been created. It is a stunning experience – full of historic artifacts and cutting-edge technology that bring the past, present, and future of skills to life.

And on a personal level, it is going to be hard to think of 2023 without remembering our dear friend Terry Cooke. His death has left a huge hole in our community but his life's work in skills has left an incredible legacy.

How different is 2024 going to feel, do you think?

Quite different! All eyes are on WorldSkills Lyon 2024, our first single site WorldSkills Competition since Kazan in 2019. The preparations that have taken place this year have given me confidence that this is going to be a spectacular and memorable event. We are anticipating as many as 250,000 visitors to see the power of skills in action at the Competition, as well as global dignitaries and thought leaders who are joining us at WorldSkills Conference 2024 to elevate TVET to the top of the global agenda. In almost every country and economy there are skills gaps we need to close. The next 12 months must bring new momentum to our skills movement and continue to remind the world that "where there is a skill, there is a way."





WORLDSKILLS COMMUNITY

Together we are WorldSkills.

A community thrives when there are diverse backgrounds, cultures, and lived experiences. This creates different opinions and ideas that ensure we are better equipped to solve complex challenges.

The WorldSkills community is wonderfully diverse, yet all united in its shared vision for global skills excellence. In 2023, WorldSkills Members, Experts, Global Partners, and Competitors continued to work effectively together to drive our skills movement forward to achieve this vision.

WorldSkills grew in number when we enthusiastically welcomed WorldSkills Kyrgyzstan into the fold, with formal ratification at WorldSkills General Assembly 2023 in Dublin. As the 86th WorldSkills Member, Kyrgyzstan brings its rich cultural heritage, centuries-old craftsmanship, and spirit of ingenuity to invigorate our global community.

The pre-launch of WorldSkills Africa laid the path towards a new regional platform for skills which will allow us to share our knowledge more easily with existing and future Members of the African continent.

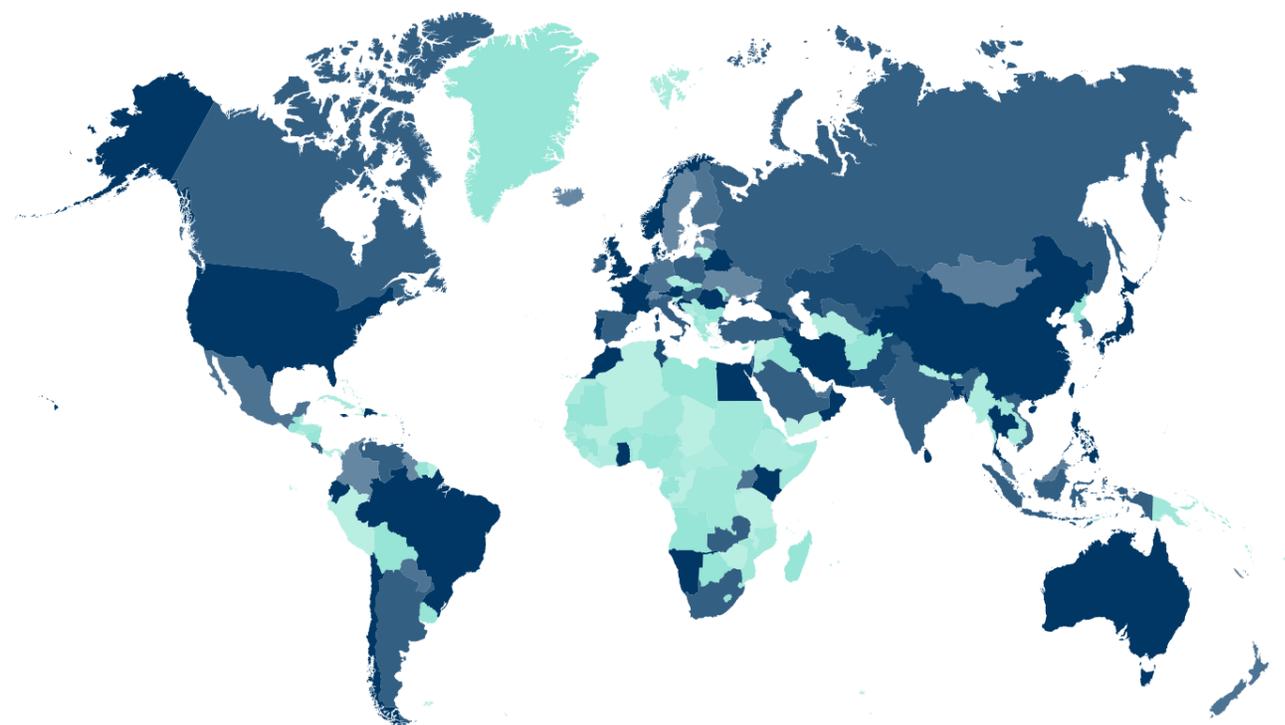
The close, collaborative spirit of our Global Partners and their willingness to create and lead innovative programmes also means our community remains connected to the needs of industry.

Our vision remains clear: to harness the transformative power of skills to create an equitable, sustainable world where every young person can thrive. So, as we work together to tackle an increasing number of global challenges, we will continue to nurture a diverse community and provide space for different voices and perspectives.

“

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TOGETHER
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WORLDSKILLS LYON 2024

The countdown begins.

The WorldSkills community eagerly awaits the 47th WorldSkills Competition, the first to be hosted at a single location since 2019. Taking place from 10 to 15 September 2024, WorldSkills Lyon 2024 promises to be a celebration of skills excellence that will inspire pride in young people, create innovative visitor experiences, and prioritize sustainability and inclusivity.

The anticipation for this momentous event increased with the inaugural Competition Infrastructure Workshop in March 2023. The gathering brought together Skill Competition Managers, Workshop Managers, Global Partners, and Event Sponsors from the 62 skill competitions to collaborate on the detailed planning required to host the 47th WorldSkills Competition.

With a strong emphasis on sustainability and the critical evaluation of floor space usage, participants worked together to refine the Infrastructure Lists and make sure that the event aligns with the latest technologies and innovations.

The significance of WorldSkills Lyon 2024 was highlighted by French President Emmanuel Macron when he visited the Bernard-Palissy technological and professional high school in Saintes on 4 May. Announcing transformative reforms to France's vocational secondary education system, President Macron expressed his excitement for France hosting the global skill competition.

"France will host a magnificent global skills competition, which allows young people under 23 years of age from 85 nations to benchmark their professional abilities in more than 60 trades," said President Macron.

He emphasized that WorldSkills is "evidence" that vocational high schools can take young people far in their careers, challenging the belief that success is only achieved by studying in large cities.

With the one-year countdown to WorldSkills Lyon 2024 on 10 September, the WorldSkills community kicked into a higher gear. Young people from across the globe increased their focus on their training in preparation for WorldSkills Lyon 2024 and national competitions around the world were hosted to determine who would be travelling to France to compete.

One notable event was the WorldSkills France national competition which took place from 14 to 16 September and served as a test run for the upcoming international event at Eurexpo Lyon. It gathered 800 Competitors from 15 regions across French territories to showcase their skills, while tens of



thousands of school children were invited along to discover new career pathways through 70 captivating interactive exhibits. The event also took on an international flavour, with over 130 participants from 20 countries joining the competition or observing.

Krista Vanaga, a Visual Merchandising Competitor from Latvia, was grateful for the opportunity as part of her preparation for WorldSkills Lyon 2024. She said, "It taught me to plan my work, manage stress, and find creative solutions using only available materials."

Speaking to attendees at the WorldSkills France national competition, President Macron

urged educators and industry to take note of these skilled young people and to continue to invest in skills. He said, "We are currently going through an important stage in the development of training at the professional high schools. We have also worked hard over the last six years to develop apprenticeships, which we are convinced are a success."

He added that the ultimate goal is to revolutionize the professional high school in order to "win the battle against school dropouts and employability."

In addition to promoting excellence in Technical and Vocational Education and

Training (TVET), the team organizing WorldSkills Lyon 2024 were working behind the scenes on prioritizing sustainability, social, and environmental responsibilities.



France will host a magnificent global skills competition.

President Emmanuel Macron



Guided by its Six-Pillar Sustainability Strategy, which was launched as part of its 2019 bid to host the 47th WorldSkills Competition, the Competition Organizer has been focusing on reducing the event's carbon footprint, supporting local suppliers, businesses and products,

maintaining the sustainable and safe running of the event, and promoting diversity, accessibility, and inclusion for all visitors and competing teams.

The intention is that these six sustainability pillars and their respective targets

will help WorldSkills Lyon 2024 secure ISO 20121 certification – a global accreditation for sustainable event management and a new benchmark for WorldSkills Members and future Competition Organizers to improve their own sustainable practices.

The six sustainability pillars are:

1. Circular economy & waste

Reduce waste production, promote reuse, and recover residual waste, aiming to reuse 80% of materials and recycle 80% of residual waste.

2. Carbon footprint, water & energy:

Assess and reduce carbon footprint by at least 20%, contribute to carbon-reduction projects, and optimize energy and water consumption by at least 15%.

3. Inclusion & diversity:

Ensure universal access to the Competition, make 100% of public sites accessible to people with reduced mobility, and provide facilities for people with disabilities and schoolchildren.

4. Security & well-being:

Guarantee safety and well-being of the public with a control plan for prevention, safety, and rescue, deploy an anti-harassment and anti-discrimination mechanism, and provide wellness facilities for Competitors and participants.

5. Ethical & transparent governance:

Implement a responsible and transparent management system, achieve ISO 20121 certification, provide a post-event sustainability report, and maintain a balanced budget.

6. Local & French know-how:

Promote local and French stakeholders in the delivery of events, aiming for 50% of purchases being local or French.



LOOKING AHEAD TO WORLDSKILLS CONFERENCE 2024

A global platform to elevate skills.

Amid growing global challenges, from the climate crisis to the digital divide and widening inequality, there is hope on the horizon. A hope fuelled by the transformative potential of skills development and Technical and Vocational Education and Training (TVET). This is the uplifting message that WorldSkills Conference 2024 intends to deliver from 11 to 12 September 2024 in Lyon, France.

Held concurrently with WorldSkills Lyon 2024, this two-day event hosted by WorldSkills International intends to bring together government leaders, policymakers, educators, business leaders, and skilled professionals from over 90 countries and regions. Planning began in 2023 with the gathering of the Conference Coalition – a group of partners who each have valuable insights on TVET globally, as well as shared interests in staging an international summit of this kind.

Alongside WorldSkills International, the Conference Coalition for WorldSkills Conference 2024 includes the French Government, the African Union (AU), the British Council, the European Commission (EC), the Federal Ministry of Education and Research of Germany, GAN Global, the International Labour Organization (ILO), the Organization for Economic Co-operation and

Development (OECD), the UNESCO International Centre for Technical and Vocational Education and Training (UNEVOC), the United Nations Industrial Development Organization (UNIDO), and the World Bank.

WorldSkills Conference has long been a vital platform for discussing the most pressing issues in skills development. The last WorldSkills Conference, held in 2021 in a hybrid format, due to the COVID-19 pandemic, focused on “The Road Ahead, Skills for a Resilient Future.”

WorldSkills Conference 2024 aims to elevate skills development to the top of the global agenda, following recent findings from the United Nations which revealed that TVET has decreased in priority on their educational agenda for many national governments.

The journey to WorldSkills Conference 2024 has begun and the foundations are now set for an event that can build awareness, advocacy, and action around the transformational potential of TVET and its role in shaping a resilient, sustainable, and equitable future.

<https://worldskillsconference2024.com>

WORLDSKILLS COMPETITION 2022 SPECIAL EDITION IMPACT REPORT

Learnings for the future.

WorldSkills Competition 2022 Special Edition was an extraordinary occasion in the history of WorldSkills. Which is why, in July 2023, we were proud to share the WorldSkills Competition 2022 Special Edition Impact Report – a detailed analysis of the data, successes, and learnings captured from all those involved in hosting events.

From the Opening Ceremony in Bern, Switzerland on 7 September to the Closing Ceremony in Salzburg, Austria on 27 November, the report captures the collective commitment made by Members and Global Partners to ensure young people had their moment to shine.

The statistics in the impact report show the sheer scale of WorldSkills Competition 2022 Special Edition: 986 Competitors from 56 Member countries and regions competed in 62 skill competitions across 26 host cities around the world. Together, they shared 80,442 meals and walked through 93,750 square metres of event space.

But the true impact of WorldSkills Competition 2022 Special Edition goes far beyond the remarkable numbers and statistics. New ideas quickly took root as the Competition unfolded –

from WorldSkills Estonia staging daily workouts to keep energy levels high among Competitors, to WorldSkills Japan innovating with Festo to design a bespoke scaled-down wind turbine that would fit into the venue for the Renewable Energy skill competition.

One thing all the contributors to the impact report agree on is that WorldSkills Competition 2022 Special Edition improved relationships and forged new connections. Host Members with previous knowledge of staging the international Competition shared knowledge and best practice with those doing it for the first time. Some neighbouring Members even shared resources and infrastructure where they could. Doris Mandl, Host Manager for SkillsAustria, described the team as “a big skills family” determined to create the most spectacular event for Competitors.

With preparations well underway for WorldSkills Lyon 2024, the hope is that the impact report will help the WorldSkills community to continue to learn from WorldSkills Competition 2022 Special Edition and build on its strong spirit of collaboration, responsiveness, and agility.

www.worldskills.org/about/#final-reports



The true impact of WorldSkills Competition 2022 Special Edition goes far beyond the remarkable numbers and statistics.

WORLDSKILLS REGIONAL EVENTS



Skills excellence across continents.

In 2023, hundreds of talented young people converged for three regional competitions. Among the bustling city of Singapore, in the cultural fusion of Abu Dhabi, and within the historic charm of Gdańsk, regional Members came together to compete under a shared goal of empowering the next generation of skilled professionals.

July saw the 13 WorldSkills ASEAN Competition take place at the Suntec Singapore Convention & Exhibition Centre when, between 23 and 25 July, 188 young people gathered to represent nine Member countries. Delayed by the pandemic but undeterred in its mission, the Competition was a collaborative effort between WorldSkills Singapore, Institutes of Higher Learning (IHLs), and sponsors, and was underpinned by the theme *Our Skills, Our Future*.

This sentiment was at the heart of the Closing Ceremony when Chan Chun Sing, Singapore's Minister of Education, said the sight of so many young people coming together at WorldSkills ASEAN 2023 was "a sign of our resilience and solidarity."

He continued, "For economies to thrive in the Association of Southeast Asian Nations (ASEAN) region we must equip [our youth] with the values and confidence to step forward as leaders, innovators, and mentors."

Fast-forward to 5 September and the start of EuroSkills Gdańsk 2023. Over 600 Competitors from every one of the 32 WorldSkills Europe Members competed shoulder to shoulder in AmberExpo Gdańsk and Polsat Plus Arena Gdańsk. The five-day event featured 43 skill competitions and demonstrations organized by WorldSkills Europe in collaboration with Members.

Under the theme of *#UnitedBySkills*, the event attracted over 100,000 visitors from Poland, across Europe, and beyond. The prestigious Jos de Goey Best in Europe Award 2023 was presented to Tamas Bandur and Zsolt Koncsik of Hungary for their outstanding performance in the ICT Specialists category.

WorldSkills Champions Trust representative for Europe, João Teixeira, visited EuroSkills 2023. João described the impact of taking part in EuroSkills Graz 2021 and WorldSkills Competition 2022 Special Edition. Not only did it help his technical skills grow, he said, but it also made him "more disciplined and committed to excellence."

João was accompanied by Dan McCabe, a fellow Champions Trust representative. Dan said, "If you only focus on winning, I'm afraid you may miss the point of this whole event. We are promoting excellence, your excellence, showing that skills keep our world moving and you, you are the people with those skills."

At the close of the year, in November, Competitors, Experts, and Workshop Managers all gathered at the Abu Dhabi National Exhibition Centre (ADNEC) to take part in WorldSkills Asia Abu Dhabi 2023. It was the second competition since the establishment of WorldSkills Asia in 2018 and this year, attracted over 500 participants and guests from more than 30 countries and regions.

With the spotlight shining on skilled youth across the region, Dr Mubarak Saeed Al Shamsi, President of WorldSkills Asia and Director General of ACTVET acknowledge their talent. He said, "This dynamic event represents the recognition of Technical and Vocational Education and Training (TVET) as a vital force in shaping the future of our region. We celebrate the significance of TVET in equipping individuals with practical skills, empowering them to thrive in the ever-evolving world of work."



WORLDSKILLS GENERAL ASSEMBLY 2023

Innovation, insights, and Irish hospitality.

Together we are WorldSkills. A powerful sentiment that echoed through the halls in Dublin, Ireland as WorldSkills General Assembly 2023 convened from 24 to 29 September. It was hosted by one of WorldSkills oldest Members, WorldSkills Ireland and the Irish Ministry of Further and Higher Education, Research, Innovation, and Science who gave every delegate a warm Irish welcome to Dublin.

Bringing together Member countries and regions and Global Partners for a week-long series of meetings, discussions, and strategic planning sessions, Chris Humphries, President of WorldSkills, heralded the

General Assembly as an “opportunity for innovation.” He went on to invite delegates to use the week to “better understand the challenges facing our education systems, to connect with each other, and to look for new ways to increase our impact.”

WorldSkills General Assembly 2023 was the setting for a number of major milestones, including the establishment of WorldSkills Africa as a regional platform to harness the power of skills for Africa’s development. Grohe was formally welcomed as a WorldSkills Global Partner, along with the ratification of Kyrgyzstan as the newest Member of WorldSkills. The scope of the newly formed

WorldSkills Global Research Council was defined and delegates got to watch young social entrepreneurs from around the globe take to the stage for the BeChangeMaker 2023 finale. Members also voted WorldSkills Croatia as host of WorldSkills General Assembly 2025 which will take place in the ancient city of Dubrovnik.

Alongside WorldSkills General Assembly 2023, Dublin was also the setting for WorldSkills Ireland Conference 2023 entitled “Transforming skills systems for Industry 5.0.” The Conference was attended by over 300 participants from Ireland and delved into critical topics such as the evolution of industrialization, digital

transformations, and the green transition within skills development.

Among the panellists was Dr Mary-Liz Trant, Executive Director at the National Apprenticeship Office, who set the stage by highlighting Ireland’s remarkable progress in transforming its apprenticeship system. Meanwhile, Megan Yeates, a WorldSkills Champion, advocated for a holistic approach to skill development, emphasizing the symbiotic relationship between apprenticeships and higher education.

Self-proclaimed “technology optimist” Dr Nader Imani from WorldSkills Global

Partner, Festo, also debated the benefits of AI as a tool for enhancing learning experiences and expanding access to education across the world. WorldSkills Ireland Conference 2023 closed with a keynote speech from Ireland’s Minister of State at the Department of Enterprise, Trade and Employment, Neale Richmond. He stressed the need for “proactive measures that enable apprenticeships to harness the opportunities presented by new technologies.”

Discussions continued throughout the week through formal side meetings and informal conversations. Among other topics, WorldSkills Members and

Partners explored ways to identify the skills of the future, discussed the development of WorldSkills Occupational Standards, and paid tribute to past leaders like Jos de Goey whose legacy continues to inspire the pursuit of excellence in skills development. The General Assembly also offered a standing ovation to Board member, Terry Cooke, for his many years of service to the WorldSkills movement.

WorldSkills Members and Partners left Dublin equipped with new ideas and insights, ready to regroup at the next General Assembly during WorldSkills Lyon 2024.



WORLD SKILLS CHAMPIONS TRUST

The voices, hearts, and hands of skilled youth.

WorldSkills is a global movement with youth at its heart and the WorldSkills Champions Trust embodies the ideas, passions, and aspirations of skilled young people around the world. This year, WorldSkills announced a new cohort. Eight new people joined forces with three returning representatives and together, they have been using their platform to champion skills development and advocate for its power to enhance lives, communities, and countries.

The cohort started their journey at the inaugural bootcamp,

which took place from 8 to 13 May in Lyon, France. The event saw these 11 representatives hone their public speaking and social media skills and engage with key stakeholders ahead of WorldSkills Lyon 2024.

They reunited in Dublin for WorldSkills General Assembly 2023. The group's weeklong agenda was packed with initiatives aimed at raising awareness of the impact of skills. Shweta Ratampura, representative for Asia, captivated audiences as she shared her experiences of adapting her skills with AI

and graphic design through the power of work-based learning. Meanwhile, Justina Ahinaya and Mihle Mvelakubi, representatives for Africa, and Yusra Assali, representative for the MENA region, followed the pre-launch of WorldSkills Africa closely.

Since it began in 2015, the reputation of WorldSkills Champions Trust has been growing and 2023 was no different. Throughout the year, representatives were invited to speak at international summits or bring their insights to high-profile discussions.

On World Youth Skills Day, Shweta spoke at the launch of a report published by the World Bank, the International Labour Organization, and UNESCO, entitled "Building Better Formal TVET Systems." The report underscored the critical role of Technical and Vocational Education and Training (TVET) in fostering truly sustainable development. Shweta talked of the urgency needed to equip young people with the skills to navigate an ever-evolving job landscape.

Dan McCabe, representative for Europe, took the stage at the Apprenticeship and the Digital Transition Symposium (ADTS) in Thessaloniki, Greece. With captivating conviction, he underscored the pivotal role of apprenticeships in bridging the skills gap and future-proofing workforces amid digital disruption.

Sonya Hill, representative for the Americas, lent her expertise to a report on the future of skills training. A collaboration between WorldSkills and UNESCO-UNEVOC, the report delivered a singular message of collective responsibility to nurture employability, entrepreneurship, and personal growth through transformative skills initiatives. Sonya's contributions reminded us that only through cooperation and future-focused action can we build a truly sustainable world.

This cohort may have only just started on their journey as WorldSkills Champions Trust representatives, but they have already delivered some powerful messages and insights, bringing the voice of youth to pivotal international discussions about the value of TVET and the role young skilled people need to play as we future proof our planet. Look out for even more in 2024.

The WorldSkills Champions Trust representatives for 2023 to 2024 are, top row left to right:

Shweta Ratanpura, India, Graphic Design Technology

Justina Ashiyana, Namibia, Joinery

Cloé Lemaréchal, France, Fashion Technology

Mihle Mvelakubi, South Africa, Bricklaying

Dan McCabe, United Kingdom, 3D Digital Game Art

Yusra Assali, Morocco, Electronics

Sonya Hill, Jamaica, Mobile Robotics

Bottom row left to right:

João Teixeira, Portugal, Mechanical Engineering CAD

Melkon Hovhannisyan, Armenia, Web Technologies

Shae White, Barbados, Cooking

Rachel Crawford, Australia, Bakery



WORLDSKILLS MUSEUM

*The first-ever
museum exclusively
devoted to skills.*





Immerse yourself in the power of skills.

Since the beginning of humanity, skilled hands have shaped our world, driving human advancement and innovation across eras. In 2023 the WorldSkills Museum opened its doors to celebrate this enduring legacy and cast a vision for the future. It is the first-ever museum exclusively devoted to Technical and Vocational Educational and Training (TVET).

At the much-anticipated inauguration on 6 November, representatives from the Ministry of Human Resources and Social Security, the Shanghai Municipal People's Government, and WorldSkills International gathered together with WorldSkills Members, Global Partners, and

supporters. Guests applauded as Minister Xioaping, Mayor Zheng, and Chris Humphries, the President of WorldSkills officially opened the WorldSkills Museum with the simultaneous turning of keys.

Years of careful design, planning, and restoration work have gone into creating a spectacular home for the WorldSkills Museum. It is located inside what once was the Wing On Warehouse located on the banks of the Huangpu River in Shanghai, China. Now, this newly refurbished 100-year-old building houses the Museum's six interactive zones and more than 800 artefacts spread across 2,500 m², welcoming thousands of visitors each month.

Visitors can see the Apollo Lunar Surface Drill (ALSD), which was built by Stanley Black & Decker and allowed NASA astronauts on the Apollo 15 mission to extract the first soil column samples from the surface of the moon. They can try out an innovative pedal-powered water purification system designed as a test project for WorldSkills Abu Dhabi 2017, which can produce six litres of clean water per minute. They can also use the latest VR technology to get creative with BASF and try their hand at spray painting a car with its Glasurit premium finish paint.

The WorldSkills Museum stitches past, present, and future together seamlessly. Visitors move from the very first tools used by primitive humans to the latest robotics that are being deployed in our home towns to make them more sustainable. It celebrates the courageous women that have been pioneers for gender equality in skills and it captures the incredible investment China has made in skills development over the decades – and centuries!

During the spectacular launch, David Hoey, CEO of WorldSkills International, marvelled at the passionate people that brought the WorldSkills Museum to life, from the designers and curators to the developers

and architects. He paid special tribute to all those who contributed their treasured memories and possessions to make the Museum a piece of living history, saying, "By sharing and learning from the stories of our champions and their supporters over the past 70 years, we will build a stronger skills community for the future. This Museum is a space alive with new perspectives and untapped possibilities."

The hope for the WorldSkills Museum is that it will not only house many more memories and stories, but that it will light the spark for more young people to take up skills to improve our world.



By sharing and learning from the stories of our Champions and their supporters over the past 70 years, we will build a stronger skills community for the future. This Museum is a space alive with new perspectives and untapped possibilities.

**David Hoey,
CEO of WorldSkills International**

www.worldskillsmuseum.com



Zone 1 – Tools and Our World:

See how tools have evolved, from Stone Age communities to space explorers.



Zone 2 - Celebrating a Successful Global Movement:

Uncover decades of stories and cherished mementos and hear from the pioneering people who turned a powerful idea into a global movement.



Zone 3 – Skills Development and China:

Immerse yourself in one of the oldest living civilizations in human history and see how China's innovations have dramatically changed the world.



Zone 4 – Building a Better World With Skills:

Learn how we are using skills to solve our most significant global challenges, from climate change to economic inequality.



Zone 5 – Skills and STEM:

Understand how Science, Technology, Engineering, and Mathematics are essential to the skills that build our world.



Zone 6 - Skills and the Industrial Revolution:

Take a journey through centuries of technological advances, born out of the Industrial Revolution.



Special thanks go those who have showed extraordinary commitment and generosity during the development of the Museum:

- 3M Speedglas Global Welding Portfolio
- Alex Wood, United Kingdom
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- Béatrice Rondeaux, Belgium
- Brigitte Gantner, Liechtenstein
- Cheng Wing-An, Hong Kong, China
- Ching-Feng Huang, Chinese Taipei
- Choonghyu Lim, Korea
- Christine Vokins, United Kingdom
- Clive Barker, United Kingdom
- Conchi Aguilar Barberá, Spain
- Dermont Irwin, Ireland
- Dermot O'Rourke, Ireland
- Desmond Caulfield, Ireland
- Douglas Hill, United Kingdom
- Edgar Stengel, Germany
- Edward Gary Taylor, United Kingdom
- Emeliina Papinniemi, Finland
- Encarnación Molina, Spain
- Fédération des Entreprises du Congo
- Festo
- Fulgencio Bermejo, Spain
- Fluke Corporation
- Global Institute for Transferring Skills, Korea
- Gradia School, Finland
- Grant Stewart, Australia
- IAPMO
- IEFPP, Portugal
- IES Barajas, Spain
- Jean Hi-tech Co, Ltd.
- José Rubio Jiménez, Spain
- Jung-Chang Liu, Chinese Taipei
- Kasper Bogelund, Denmark
- Kassian Nipp, Liechtenstein
- Kerrie Stevens, Australia
- Klaus Etzel, Germany
- Lam Siu-Wan, Hong Kong, China
- Laucke Flour Mills, Australia
- Les Woolley, United Kingdom
- Leung Wai-Kit, Ricky, Hong Kong, China
- Liam McDevitt, Ireland
- Liev-Hwang Mei Qi, Viridis, Singapore
- Lincoln Electric
- Lluís Fradera, Spain
- Manfred StirnweissB, Germany
- Manish Malhotra, India
- Manuel Valentín-Gamazo de Cárdenas, Spain
- María Concepción Galán Riestra, Spain
- María de los Ángeles Albert Beneyto, Spain
- María Francisca Albert Beneyto, Spain
- María Remedios Albert Beneyto, Spain
- Martin Gleeson, Ireland
- Mastercam, CNC Software Inc.
- Michael Casserly, Ireland
- Michael Francis Mothershaw, United Kingdom
- Michael Fung, Hong Kong, China
- Mitutoyo
- Nguyen Duy Thanh, Vietnam
- Office of the Director of VET Council, Hong Kong, China
- Peter Johns, United Kingdom
- Peter Walsh, Ireland
- Richard Johnstone, Canada
- Robert Waite, Canada
- Ramón Cayuelas, Spain
- Robin Kyte, United Kingdom
- Saint Gobain
- Sam Heaven, New Zealand
- San Neng Bakeware, China
- SATA GmbH & Co. KG
- Seamus Kelly, Ireland
- SENAI Sao Paulo, Brazil
- Sheridan College, Canada
- Shirley Cheung, Hong Kong, China
- Siemens
- Singkham Su-Udomsinroj, Thailand
- Stacy Dubois, Canada
- Stanley Black & Decker
- Stefan Sohler, Liechtenstein
- Steven Jinks, United Kingdom
- Studica Limited
- Tan Thiam Shui, Singapore
- Terry Cooke, Canada
- Thanachot Kokratoke, Thailand
- The Goldsmiths' Company, United Kingdom
- Tobias Demetz, South Tyrol, Italy
- Toni Mevissen, Germany
- Willfried Trott, Germany

SKILLS DEVELOPMENT IN AFRICA



The world is not complete without Africa.



Skilling up Africa's youth.

"The world is not complete without Africa." These words resounded around the room at WorldSkills General Assembly 2023 as Symerre Grey-Johnson, Director of Human Capital & Institutional Development of the African Union Development Agency (AUDA-NEPAD), took to the stage to announce the pre-launch of WorldSkills Africa. Addressing more than 300 representatives of Members, Global Partners, supporters, and observers, he unveiled a vision that will harness the potential of Africa's youth and make Technical and Vocational Education and Training (TVET) a key part of the continent's accelerated growth.

The pre-launch announcement gave the WorldSkills community a chance to collectively applaud the hard work of AUDA-NEPAD and the African Union Commission (AUC), WorldSkills Members from Africa, Global Partners and Members who have been supporting Africa, and WorldSkills International. Since the signing of a Memorandum of Understanding for the establishment of WorldSkills Africa back in February 2019, they have worked hard together to develop a vision where WorldSkills Africa is a platform for raising standards, building capacity, informing policy, and improving TVET systems.

The hope is that the pre-launch and the subsequent launch at the African Union's Head of States Summit will inspire more African nations to join this regional platform that is African owned and African led.

As the continent with the fastest growing and youngest population in the world, skills have a powerful part to play in the African Union's vision for economic and human development that is driven by its people. While the official launch of WorldSkills Africa will not take place until 2024, other national initiatives continued to reinforce the value of skills excellence this year.

The strength of the WorldSkills movement in Africa was illustrated by various national competitions, including WorldSkills Kenya, hosting its inaugural national competition in Nairobi where over 100 young people competed in 19 skills. Then, in September, Namibia transformed the city of Ongwediva into a hub of vocational training as it hosted its third national event. Centred on the theme of "Youth development and empowerment: creating opportunities, bridging the unemployment gap", the National Skills Competition Ongwediva 2023 encompassed a competition, a TVET conference, and a careers exhibition designed to attract more young people to skills and to connect industry, educators, and policymakers closer together.

One great example of the impact of these close connections is the Global Impact Challenge 2023. Funded by Stanley Black & Decker through its Empower Maker Grant and delivered by Don Bosco Tech Africa and WorldSkills International, this 12-month capacity-building programme helped develop the skills of 30 trainers through online mentoring around teaching practices, new technologies in industry, and the WorldSkills Occupational Standards. In May, it culminated in an action-packed bootcamp in Kamuli, Uganda when the trainers were able to test their new skills on 17 students through workshops, demonstrations, and test projects. The trainers and students were strategically selected so that their learning could be translated into improving training quality that benefited more than 1,000 students across various institutions.

Every trainer said they felt more motivated as a result of the programme, and 82% said they felt confident or extremely confident in teaching the new technical knowledge they had gained to students. They also spoke of improved life skills such as creativity, organization, and sustainable practices. The success of the Global Impact Challenge was captured in an impact report and documented on film, showcasing its transformative effects and inspiring future investment in skills.

Capacity-building projects have always been a critical part of WorldSkills strategy for skills development in Africa with many WorldSkills Global Partners delivering on-the-ground training and virtual workshops to educators and students alike. Festo has been a WorldSkills Partner for over 30 years and hosted dozens of capacity building initiatives like this. In June this year, it organized an online conference spotlighting Mechatronics, Industry 4.0, and Water Technology skills. Then, a few months later in September, it hosted the 2023 Skills Training Camp in Johannesburg to educate WorldSkills Experts and Competitors from Africa on the knowledge they will need for future skill competitions.

This exciting continent continues to look forward to the next opportunity, and 2024 already promises to be a landmark year. The official launch of WorldSkills Africa will take place in February 2024 at the Head of States and Government Summit in Addis Ababa, Ethiopia, coinciding with Africa's Year of Transformation of Education and Skilling. Preparations will also continue at pace in the city of Livingstone, Zambia in the lead up to 2025 after WorldSkills Zambia was selected to host the third official Regional Competition in Africa – WorldSkills Africa Livingstone 2025. With 65% of its population under the age of 25, and over half under the age of 18, Zambia hopes hosting WorldSkills Africa Livingstone 2025 will give it a powerful platform for skills and create a vital opportunity to energize its TVET system which has witnessed various reforms over the last 30 years.

At the heart of these momentous announcements and incredible initiatives, are the young people driving forward Africa's growth. Young people like Euphrasia Mulenga, a former WorldSkills Champions Trust representative from Zambia who has felt the personal impact of skills development and who has, herself, become a strong role model of Africa's youth. She says, "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."

“

Trainers spoke of improved life skills such as creativity, organization, and sustainable practices.



BECHANGEMAKER 2023



BeChangeMaker

*Sustainability at the heart
of this year's innovations.*

When Reyhan and Bahar Ramazanova walked onstage at the BeChangeMaker 2023 finals, their pioneering mobile app, Altogether, had already broken new ground in empowering people with disabilities. However, the global spotlight at WorldSkills General Assembly 2023 helped them take another monumental step forward in their journey as socially driven entrepreneurs.

After months of training and an exhilarating live pitch before a captivated audience of WorldSkills delegates, the two sisters from Azerbaijan were declared the winners of BeChangeMaker 2023 for their innovation that provides easy access to legal resources, support services, and reporting tools for people with disabilities. The Ramazanova sisters described their business as, "Not just a technological

tool, but an empowerment resource." They went on to share their delight at the win, saying, "We've been working day and night, and we are so happy our hard work paid off. BeChangeMaker 2023 will open many global opportunities to help us scale."

Delivered in partnership with the HP Foundation, the BeChangeMaker programme has steadily grown in scale and impact since its inception in 2017. This year, more than 570 applications poured in from aspiring social entrepreneurs across 87 countries and regions worldwide. Securing one of these coveted places meant access to a customized coaching and mentoring, business development tools, and entrepreneurial networks to accelerate their start-ups. The HP Foundation's online

education platform, HP LIFE, served as their comprehensive learning hub, covering topics from the fundamentals of launching a small business, to navigating social media marketing and funding strategies.

The five BeChangeMaker 2023 finalists all had business ideas that can help create more equitable, sustainable future for all. Innovations this year range from reducing agriculture's environmental toll to nurturing mental health through innovative digital therapy. To prepare for their presentations, they all took part in a rigorous six-week intensive training where they could refine their business pitch.

Medvax Health from Nigeria came in second with its idea to help people access affordable, anti-counterfeit



medication. Medvax Health's team leader, Dr Chioma Ozona, explained that the idea came to them after losing one of their schoolmates, who had been admitted to the hospital and could not source the medication she required on time. Chioma said, "We realized that the problem was widespread as 70% of drugs in circulation in Nigeria are counterfeit. It's very difficult for an average health worker or a doctor to know which medication is fake and which is original." Now, their long-term plan is to be the foremost distributor of standard,

branded pharmaceutical supplies across the continent.

Third place went to I Hear You from Mexico, a digital therapy platform for mental healthcare across Latin America. Driven by their own experiences of needing therapy and support, the team behind I Hear You set out to create an app-based solution that offers low-cost therapy, free emotional support, a supportive community, valuable content, and live sessions.

Raúl Velázquez, team leader, says, "BeChangeMaker has

had a monumental impact. We have achieved in a few months what would have taken us a year."

The top three finalists all secured €2,000 in seed funding, with all five teams receiving post-programme coaching worth €1,000. Each of the finalists has also launched their own crowdfunding campaigns, designed to raise more awareness, financial resources, and help the teams put their learning into practice. BeChangeMaker will return in 2024.



*BeChangeMaker 2023 will open many
global opportunities to help us scale.*

Reyhan and Bahar Ramazanova, Altogether

WORLDSKILLS CAMPAIGNS



Sharing the stories of our skills community.

This year, WorldSkills International launched a new impact campaign that celebrated the incredible spirit of cooperation and collaboration that exists across Competitors, Members, Partners, Experts, and all our supporters around the world. In May, our community heard a clear and heartfelt message. Simply that together, we are stronger. Together, we are successful. Together we are WorldSkills.

#WeAreWorldSkills launched with a flagship film that brought together the voices of our young people who described the impact of WorldSkills on them and, as a result, the positive benefits they have been able to enjoy in their lives. It was followed by a series of impact stories that showcased the value of the WorldSkills community and the change it is making in the world.

Stories like Krisjanis, a Latvian Competitor in Agricultural Mechanics who is now an Expert at EuroSkills. He says, "The most important thing is to see WorldSkills as an experience. [Competitions] are just one part of the process. I say to the Competitors I train that 'you will grow'. That's what will help you for the rest of your life. WorldSkills will teach you how to live."

Krisjanis's story lives alongside dozens of other examples of impact, from WorldSkills Korea's pay-it-forward approach to knowledge sharing, to SkillsUSA's landmark research that proves its Competitors have tangible advantages to other students when securing a job.

The campaign is the latest phase of a global impact programme which began with the WorldSkills Global Impact Survey in 2021 and the launch of WorldSkills first impact report in 2022. Shawna Bourke, Director of Marketing and Communications at WorldSkills International explains the thinking behind the campaign. She says, "After the incredible show of resilience and collaboration for WorldSkills Competition 2022 Special Edition, it felt only right to use 2023 to celebrate the collective energy of the WorldSkills community and the passion that drives our skills movement. #WeAreWorldSkills also extends a warm invitation to those who are not yet part of its community. By inviting people to 'thrive with us', 'excel with us', or 'dream with us', we hope to reach out to all those who could benefit from skills."

She continues, "At WorldSkills, everyone is valuable. Whatever the size of your country or region, your contribution or investment, you are important because you believe in the power of skills. That's why we want everyone to join us in saying #WeAreWorldSkills because it is this collective energy that will give our skills movement even more momentum."

This year, WorldSkills campaigns also recognized key awareness days that support sustainable and inclusive access to skills. On International Women's Day, WorldSkills supported the #EmbraceEquity theme by emphasizing the need for equitable action to achieve true gender equality in Technical and Vocational Education and Training (TVET).

Earth Day 2023 also served as a reminder of our responsibility to the next generation. WorldSkills Champion Megan Yeates, who competed in Freight Forwarding at WorldSkills Abu Dhabi 2017, shared her thoughts on the day by emphasizing the importance of knowledge sharing. She said, "The climate emergency is here to stay. [We must] play our part in trying to be more sustainable and leave the world in a better place. As people from all over the world gather at WorldSkills Competitions and we can use them to share best practice and educate people on green skills."

As people from all over the world gather at WorldSkills Competitions and we can use them to share best practice and educate people on green skills."

On World Youth Skills Day, WorldSkills and UNESCO-UNEVOC demonstrated their commitment to young skilled people by hosting a panel discussion on "Empowering youth for a sustainable future." Young professionals discussed the findings of the International Labour Organization (ILO) survey called "Youth Aspirations and the Future Of Work." The panel used it to explore ways to optimize education systems, so they better prepare young people for a changing labour market.

Campaigns are an important part of driving forward the WorldSkills impact programme and creating momentum for the global skills movement. Initiatives like these in 2023 are effective in raising awareness of the power of TVET and building a growing bank of evidence that skills are changing our world so that Members can better mobilize their national and international stakeholders and encourage them to continue to invest in a new generation of skills.



WORLD SKILLS MEMBERS

Diverse Members, united in purpose.

It would be impossible to record all the initiatives that our 86 WorldSkills Members delivered in 2023. United by the WorldSkills vision to improve the world with the power of skills, each Member is working hard on the ground to inspire more young people to take up Technical and Vocational Education and Training (TVET).

When we look at Member programmes across the year, it is clear that there are some standout themes and areas of success, most notably:

- WorldSkills Members are innovating to stay relevant for their stakeholders,
- WorldSkills Members are collaborating more than ever before, and
- WorldSkills Members are using creative ways to drive awareness and advocacy around TVET.

Here are just a few examples of how Members are driving the skills movement.

In 2023, WorldSkills Germany marked its 70th anniversary as one of the longest-standing WorldSkills Members. At the WorldSkills Germany anniversary event in Berlin, Hubert Romer, Official Delegate and CEO of WorldSkills Germany, talked about the impact WorldSkills has had on thousands of young skilled workers and the influence of Germany, Austria, and Switzerland's dual vocational education and training systems. He reflected, "It's hard to imagine what would happen if Germany was not a Member of this global community. Thousands of young skilled workers have been inspired and moulded by participating in skill competitions. WorldSkills has an impact."

WorldSkills Hong Kong, China also marked a landmark moment as it celebrated its 25th anniversary as a WorldSkills Member. Keeping youth firmly at the heart of its celebrations, it hosted its first-ever Junior Skills Competition where 60 secondary school students showcased their talents and winners were recognized at a three-day event illustrating the impact of investing in skills.

The strength of the WorldSkills membership was a major talking point across conferences and events throughout the year. In July, the Skills Cooperation Symposium took place alongside WorldSkills Chinese Taipei's 53rd national skills competition and delved into collaborative strategies for skills development. WorldSkills President Chris Humphries and WorldSkills Board member Michael Fung spoke about



needing "solutions that are responsive to changes in the workplace, that are equitable for everyone, and that are sustainable for our planet." Experts were also invited to learn from each other and collectively develop best practices during a skills development workshop.

Capacity building partnerships became a crucial support system for newer Members of the WorldSkills community, including WorldSkills Kenya which hosted its first-ever national skills competition in August. In preparation, WorldSkills Kenya received training and mentoring from WorldSkills Germany, and partnered with international Members including Australia, France, Korea, and the United Kingdom to expand its participation in future skill competitions.

Members have also been sharing insights and trends intelligence across the network. In November, WorldSkills UK published a report entitled "Ingredients for Success: Embedding excellence in technical and vocational education." The study was commissioned to tackle issues of recruiting and retaining skilled workers, and ensuring young people get the best vocational education. In commenting on the research, WorldSkills UK CEO, Ben Blackledge said that "excellent teachers make for excellent students" and advocated for "a whole organization approach to training and development [to embed] skills excellence."

He strongly encouraged Members, educators, and industries to make better use of networks and partnerships for innovation and to help create time and space for teachers to share knowledge with their peers.

Each Member is working hard on the ground to inspire more young people to take up TVET.



WORLDSKILLS EXPERTS FACULTY

Equipping WorldSkills Experts with the right knowledge and tools.

The WorldSkills Experts Faculty (WSEF) is open to anyone who has served in an official role of Expert at a WorldSkills Competition to apply and is made up of three categories of participants: representatives, members, and associate members. Their expertise, spanning various skills, trades, and technologies, is invaluable in nurturing the next generation of skilled talent and in helping build capacity among other Experts and trainers.

In the heart of Amsterdam, a group of passionate professionals who are the representatives of WSEF gathered with a shared goal

to support Experts to have an engaging journey with WorldSkills through a three-day workshop in February. During the workshop, the team of six reviewed insights from two recent Experts surveys that revealed the most pressing needs of Experts worldwide, including opportunities for peer-to-peer networking and exchanges and better understanding of the key components such as WorldSkills Test Projects, Technical Descriptions, and Marking and Assessment. Together, they crafted new ideas and strategy that would empower Experts to thrive and have more valuable experience with WorldSkills.

The representatives had been working on the outcomes from the workshop in order to showcase their initiatives and impact at WorldSkills General Assembly 2023. Devin Flor, representative for Transport and Logistics, shared the plan with Members and Partners, including the introduction of a quarterly webinar series that keeps Experts updated on evolving work practices and industry trends. The first of these webinars took place in August and November, both led by Susan Lefort, Vice President of Skills/Compétences Canada.

The WSEF also shared the development of the WorldSkills Experts Journey Map, a navigation tool that helps unpack the existing learning resources for Experts and make them more intuitive and easier to understand. Designed like a metro train map, its “stops” represent different information and learning programmes that Experts will need on their WorldSkills journey and clicking on a “station” will reveal explanations, videos, and the relevant links. The WSEF is preparing to launch the WorldSkills Experts Journey Map in 2024.

The WorldSkills Experts Faculty continues to innovate and support Experts around the world and encourage other WorldSkills Experts to join this global community and bring greater expertise into the fold.

The WorldSkills Experts Faculty representatives are (left to right):

Devin Flor, representative for Transportation and Logistics

Raili Laas, representative for Construction and Building Technology

Mark Bramer, representative for Construction and Building Technology

Phattiraporn Khiewsanun, representative for Social and Personal Services

Vesa Iltola, representative for Information and Communication Technology

Meera Jayaramen, representative for Creative Arts and Fashion



PISA-VET

A global framework to measure the impact of skill systems.

PISA, the name given to the OECD's Programme for International Student Assessment, is a globally respected programme that regularly measures 15-year olds' ability to use their reading, mathematics and science knowledge and skills to meet their future real-life challenges. Most recently, 81 countries and economies took part in the 2022 assessment of mathematics, to give feedback on the performance of their schools in this subject.

Although the OECD has wanted to conduct comparable international assessments of initial Technical Vocational Education and Training (TVET) for a long time, until this decade it has been unable to do so because

the technology for it has not existed. As WorldSkills well know, the assessment of TVET is more complex, technically, than academic assessment. But technology is advancing rapidly, and four years ago the OECD looked again at the possibilities and consulted WorldSkills, among others. Naturally, with such a close alignment of goals, WorldSkills was enthusiastic and has actively contributed to PISA-VET ever since.

The reason for PISA-VET is this. Countries continue to struggle to evaluate the effectiveness of their TVET systems and to learn from international best practice. Despite the valiant efforts of global and regional bodies, including WorldSkills, so far there are

only limited and inconsistent data available. This is despite the importance of initial TVET for people's lives and societies' social and economic wellbeing. WorldSkills can act as a significant indicator of TVET quality. However, for meaningful international impact, the world also needs measurements that can be generated scientifically, repeatedly, and affordably, at scale.

Following detailed research, in January 2023 experts from contributing countries and WorldSkills began the detailed work on a Framework for a trial assessment of five occupational areas: Business and Administration, Car Mechanics, Electrician, Healthcare, and Hospitality.

With focus on authenticity, relevance, and validity, the partners were delighted that the resulting assessment instruments included live performance assessment alongside simulations, and question and answer.

The journey of PISA-VET reached a milestone at WorldSkills General Assembly 2023 where Andreas Schleicher, OECD's Director of Education and Skills, addressed delegates. He painted a picture of a future where individuals, employers, and policymakers have access to comprehensive data on the relative achievement status of skills systems across countries. He said, "If we put our expertise and experience together, the OECD and



The involvement of WorldSkills Experts, Partners, and Sponsors can provide authenticity to PISA-VET. For it to become a relevant assessment, we need to draw on the understanding of employers and experts from business and industry.

David Hoey, CEO of WorldSkills International

WorldSkills could become ideal partners to develop PISA for vocational education that provides a global framework for measuring skills, and to make those skills visible and tangible."

The story of PISA-VET is not complete without the vital role of industry partners. The OECD and Business at OECD (BIAC) have issued a call to action, inviting corporate businesses, employer organizations, and TVET education companies to join the development phase of PISA-VET. Their insights and experiences are essential to ensure the relevance, validity, and credibility of the assessment.

Supporting the initiative, Chris Humphries, President of WorldSkills, said, "The involvement of WorldSkills Experts, Partners, and Sponsors can provide authenticity to PISA-VET. For it to become a relevant assessment, we need to draw on the understanding of employers and experts from business and industry."

As the OECD works with its member countries, business and industry, leading assessment specialists, and WorldSkills, together they are creating both a powerful assessment tool and a new chapter in the story of TVET.



WORLDSKILLS GLOBAL RESEARCH COUNCIL

Robust research to help shape skill strategies.

There has been agreement amongst Members that WorldSkills would benefit from a more formalized approach to research, and this came with the launch of the WorldSkills Global Research Council at WorldSkills General Assembly 2023.

Speaking at the launch, Dr Neil Bentley-Gockmann, Chair of the WorldSkills Global Research Council, WorldSkills Honorary Member, and CEO of Whitehall & Industry Group, said, "WorldSkills needs a focal point to bring partners together to decide on a structured agenda around capturing data on the back end of our Competitions. So much work goes on year-round on training methodologies, pedagogy, capacity building, meeting employers' needs, and

engaging with governments on policy standards. This needs to be documented and demonstrate evidence about the impact of WorldSkills."

The newly launched WorldSkills Global Research Council aims to share data-driven insights that will empower WorldSkills Members, Partners, governments, businesses, and young people to make informed decisions about the value of Technical and Vocational Education and Training. In doing so, the WorldSkills Global Research Council will be better able to prove the profound effect of skills excellence on a global scale.

The WorldSkills Global Research Council is made up of representatives from leading organizations and academic institutions and universities, such as UNESCO-UNEVOC, World Bank, ILO, OECD, Oxford University, Adelaide University, and ibw Austria – Research & Development in VET. At WorldSkills General Assembly 2023, significant strides were made to define its scope allowing the WorldSkills Global Research Council to begin to shape a research agenda that will ultimately identify how WorldSkills can amplify its impact and drive systemic change.

The initial stage of the work by the WorldSkills Global Research Council will be showcased during WorldSkills Lyon 2024.



WORLDSKILLS DIGITAL BADGES

A digital symbol of skills excellence.

WorldSkills wants to ensure that people get global recognition for their commitment to skills. That is why it launched WorldSkills Digital Badges in September 2022. By the end of 2023, WorldSkills was proud to announce that more than 3,200 people had accessed their digital badge. It means that 85% of badges issued so far have been activated, including those for Champions from WorldSkills Abu Dhabi 2017, WorldSkills Kazan 2019, and WorldSkills Competition 2022 Special Edition.

Developed in partnership with Credly, WorldSkills Digital Badges consist of an image containing verified metadata describing a person's WorldSkills role and accomplishments. It acts like a "virtual skills fingerprint" bespoke to that person. Its digital format means a person's WorldSkills credentials can be easily shared with educators, employers, and peers.

Ninad Desai, a WorldSkills Expert for Information Network Cabling, took to LinkedIn to share his badge from WorldSkills Kazan 2019. He posted it saying, "Proud to be part of a movement that is changing the lives of young people through skills and having the badge of appreciation from WorldSkills makes it even more special."

WorldSkills Digital Badges were distributed to gold, silver and bronze Medallists and recipients of a Medallion for Excellence, a Best of Nation Award, and the Albert Vidal Award. They were also extended to Champions, Experts, Chief Experts, Deputy Chief Experts, Skill Competition Managers, Team Leaders, Technical Delegates, Technical Delegate Assistants, Official Delegates, and WorldSkills Champions Trust representatives.

WORLD SKILLS GLOBAL PARTNER NEWS

Industry partnerships that future-proof skills development.

The contribution of WorldSkills Global Partners is always an essential ingredient to the success of WorldSkills, and 2023 was no different. The year saw the arrival of new Global Partners, renewals of commitments, and offers of equipment and infrastructure for WorldSkills Lyon 2024 – further evidence of the generosity and passion for skills of our Global Partners.

A passion that led INTAMSYS, a world-leading 3D printing and additive manufacturing company, to join our community as our newest Global Partner in December. Charles Han, CEO and Founder of INTAMSYS said, “We are excited to be a WorldSkills Global Industry Partner. Through our technical expertise and training initiatives, we are committed to bridging the gap between industry practices and vocational education, ensuring that young talents receive adequate training for real-world applications.”

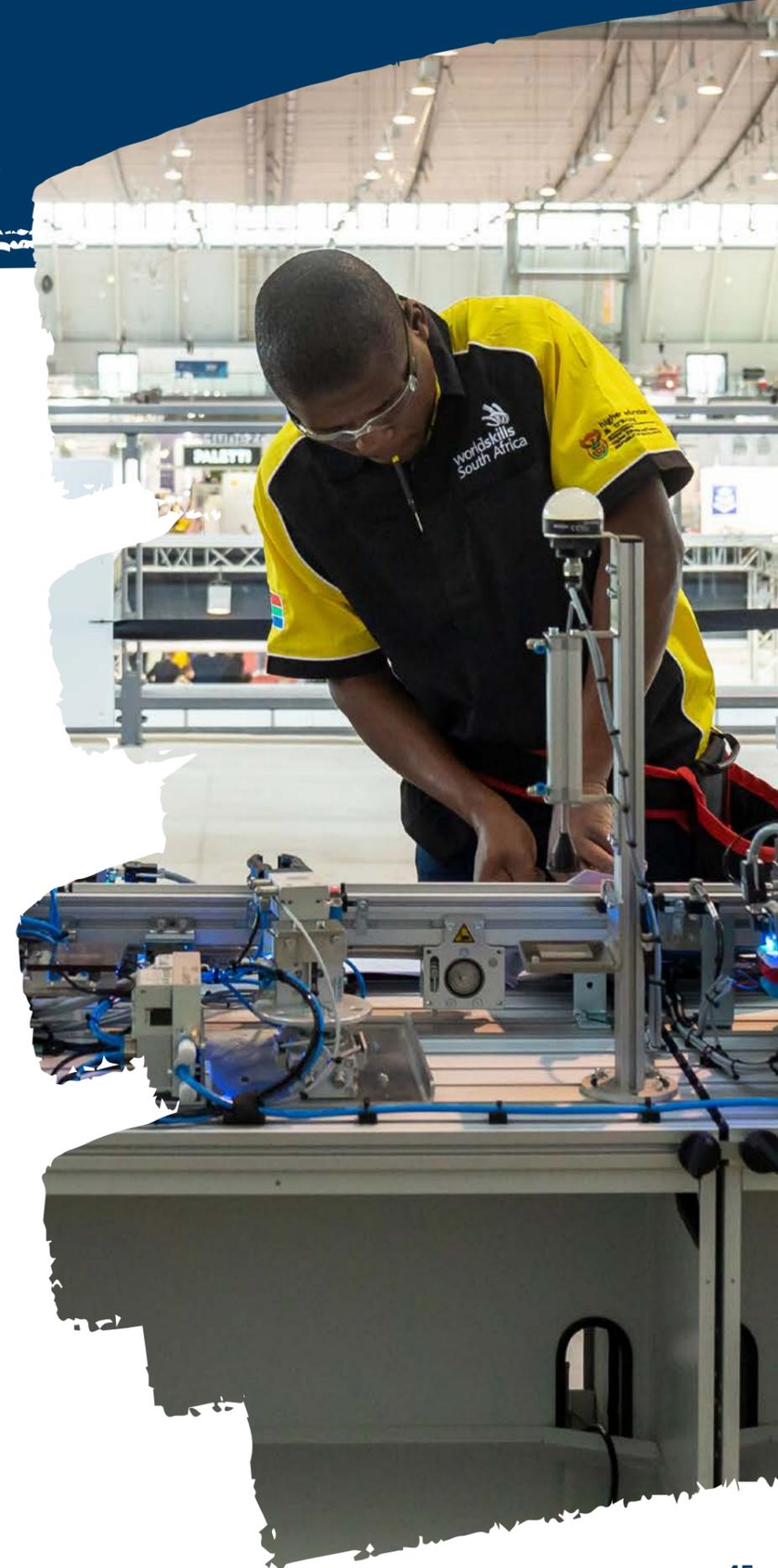
Han’s words encapsulated our Global Partners unwavering support for skills development. As did Samsung’s continued collaboration with WorldSkills which, this year, marks its fifteenth year as Global Premium Partner and will make WorldSkills Lyon 2024 the sixth Competition to benefit from having it as Overall Event Presenter. Its long-standing commitment to Technical and Vocational Education and Training (TVET) was announced at a signing ceremony in February, through synchronized live events between Seoul, Korea, and Lyon, France.

Responding to global trends, WorldSkills was excited to include as an Exhibition Skill, Rail Vehicle Technology, supported by our Global Partner Jiean Hi-Tech, and debut another rail-focused skill, Rapid Transit Systems, at WorldSkills ASEAN 2023. Both skills address the challenges of mobility and climate change by promoting sustainable forms of transit.

WorldSkills Global Partner, Festo helped new Members with capacity building and knowledge sharing. In June, it organized an online conference for African countries interested in the three skills for which it is a lead sponsor: Mechatronics, Industry 4.0, and Water Technology. Attendees benefited from learning about new industry trends as well as the social and economic impact of these skills. The capacity building culminated in the 2023 Skills Training Camp, hosted by Festo Johannesburg, South Africa in September. Horst Weinert, Head of Festo Didactic for Africa within the EMEA Region of the group, said, “Mechatronics, Water Technology, and Industry 4.0 represent some of the most critical fields in today’s rapidly evolving technological landscape. The Skills Training Camp provided Experts and Competitors with a unique opportunity to delve deeper into these disciplines, enhance their understanding, and refine their skills.”

Meanwhile, INTAMSYS began delivering on its commitment immediately pledging to support two skill events at WorldSkills Lyon 2024, as well as supplying 3D printers and printing materials for Additive Manufacturing and Mechanical Engineering CAD, allowing it to showcase the importance of progressive technologies in skills development.

Through their continued collaboration and support, WorldSkills Global Partners are helping nurture the next generation of skilled workers, and skilled trainers. Their close involvement with the WorldSkills community ensures that all our works remains focused on the future needs of businesses and enables industrial, social, and economic growth that is secure, sustainable, and equitable.



GLOBAL PREMIUM PARTNERS



Samsung Electronics

The General Assembly 2023 in Dublin was an exciting opportunity for all Members and Partners to come together and connect in person for the first time since the pandemic. We are also looking forward to the upcoming WorldSkills Lyon 2024. Throughout 2022 and 2023, Samsung Electronics has demonstrated unwavering dedication towards nurturing young talent. We remain committed to supporting the WorldSkills movement, harnessing the power of skills to make positive change globally and motivating youth to embrace their passion for skills development.

Chan-Shik Won
Secretary General of Samsung Skills and VP of Samsung Electronics



Stanley Black & Decker

Stanley Black & Decker is for those who make the world. We maintain an unwavering commitment to support trade skill initiatives, which play a pivotal role in fulfilling our purpose and aligning with our business. The global markets indicate a substantial demand for skilled labor, and we are actively engaged in bridging this gap. We proudly support WorldSkills and will continue to support tradespeople as they build and maintain our world.

Chris J. Nelson
Chief Operating Officer, Executive Vice President and President, Tools & Outdoor, 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 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



Amazon Web Services

The explosive growth of generative artificial intelligence (AI) at the end of 2022 has provided new opportunities for future business model development in various industries, and presents an opportunity for people in both technical and non-technical roles to grow their skills and expertise. It's an ideal time to build a basic understanding of how AI is being applied to real world applications, to boost career and earning potential. Amazon Web Services (AWS) is investing hundreds of millions of dollars to help 29 million people around the world grow their tech skills by 2025 by providing free cloud computing training.

As the leader and pioneer of cloud industry, AWS continues to collaborate with colleges and educational institutions to cultivate future cloud talent. We will also continue to collaborate with WorldSkills International to advance digital transformation and artificial intelligence technology around the world.

Joey Zhu
General Manager, Department of Industry and Solutions, AWS Greater China



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 empowers the next generation to design and make a better world. We offer free access to Autodesk's complete software portfolio to students, educators, and institutions like WorldSkills, equipping them with the skills and hands-on experiences to thrive in the future workforce. Through our partnership, students bring ideas to life using the same tools trusted by professionals. We are proud to partner with WorldSkills to inspire tomorrow's Design and Make leaders. When you can make anything, you can be anything.

Mary Hope McQuiston

Vice President, Autodesk Education Experiences



DHL

DHL 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



BASF

As a Global Industry Partner of WorldSkills and WorldSkills Lyon 2024, BASF steps up its long-standing commitment to raise global standards and create opportunities for young talent looking for a career in collision repair. With our premium Glasurit brand, we focus on sustainability, digitalization and wholeheartedly support diversity welcoming painters from around the world. At Glasurit, we will continue to help painters master world-class skills passionately and become part of the economic and sustainable growth of the industry.

Jane Niemi

Global Head of Marketing, Automotive Refinish Coatings Solutions
BASF Coatings GmbH



DMG MORI

As an innovation leader in machine tool manufacturing, DMG MORI has the experience and technological know-how to perfectly support the WorldSkills Competitions in CNC Turning, CNC Milling and Additive Manufacturing. Since 2007, we have been sponsoring WorldSkills Competitions with a large machine portfolio, on-site technical support and preparatory training. Together with WorldSkills, we pursue one goal: the international promotion of young talent in traditional skilled trades. These professionals represent the backbone of entire industries in the participating countries.

Jan Möllenhoff

Managing Director of DMG MORI Academy



Car-O-Liner

As a Global Industry Partner to WorldSkills, we are looking forward to WorldSkills Lyon 2024 and further strengthening the development of skills in the Autobody Repair arena. Skilled specialists make a difference in every component of our lives. Their ability to innovate and solve problems creates a better future for us all. We are proud to be part of WorldSkills Competitions which bring together young professionals from all over the world. These young people show great dignity as they seek excellence and that's something we want to encourage and support.

Roger Marti

Director of Marketing, Car-O-Liner Group



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, who's 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

As a global leader in factory automation, we are dedicated to nurturing young talent by enhancing their robot programming skills. Robotics plays a crucial role in boosting efficiency and flexibility in manufacturing while relieving workers of dull and dangerous tasks. Through WorldSkills Competitions, young people can develop Robot Systems Integration skills vital to economic growth worldwide. We are excited to continue our global partnership with WorldSkills and together support the next generation of innovators.

Marco Ghirardello
President & CEO of FANUC Europe



Festo

As a proud Global Partner of WorldSkills, Festo has been actively supporting the movement for decades. Our industry innovations in Automation Technology, AI, and Technical Education are geared towards delivering state-of-the-art skills competitions in modern manufacturing and engineering, with a strong emphasis on sustainability. Our TechED contributions empower youth, Competitors, and Experts with the skills needed for the ongoing twin transition of Green and Digital. Through our commitment to sustainability, AI, and digital learning, we aim to shape a more sustainable and digitally-driven future..

Dr Oliver Niese
Chairman of Management Board, Festo Didactic SE,
and Head of Digital Business, Festo SE



FLUKE

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

Jason Waxman
Fluke President & CEO



GROHE

As one of the industry leaders, GROHE believes it is a matter of course to empower installers and fuel their passion for plumbing. With our GIVE Program we are supporting plumbing schools across Europe with training equipment and material. That's why our partnership with WorldSkills is a perfect fit. We share the same goal: to raise the profile and recognition of skilled people. We were very proud to co-host the Plumbing & Heating skill competition of the WorldSkills Special Edition 2022 in Germany.

Timo Kurz
Leader GIVE Program & WorldSkills, LIXIL EMENA



IAPMO

IAPMO is a global team of experts engaging industry and government for a safer built environment, and our WorldSkills partnership is key to connecting us with the very best and brightest talents from the vocational education and training sector worldwide. We are committed to the sustainable impact of skills competitions around the world; working with organizers, stakeholders and other community partners to demonstrate and showcase the amazing opportunities that exist for careers in the skilled trades.

David Viola
CEO, The IAPMO Group



INTAMSYS

At INTAMSYS, we are dedicated to pushing the boundaries of 3D printing technology to foster innovation across various industries. Our partnership with WorldSkills aligns with our mission to empower the next generation of skilled professionals with advanced 3D printing capabilities. By providing advanced 3D printing knowledge, equipment and technical training for WorldSkills Competitions, we aim to inspire and equip young talent with the skills necessary to excel in high-tech manufacturing, general manufacturing and research fields. We are proud to stand with WorldSkills in nurturing a brighter, more innovative future.

Charles Han
CEO of INTAMSYS



Jiean Hi-tech

Jiean Hi-tech proudly continued its partnership with WorldSkills in 2023 and together we look for closer partnership in the future. Through technologies such as virtual simulation, AR, MR, AI, digital twin, big data, cloud computing, etc., the company creates virtuality-reality combined solutions to empower skills training in Rail Transit, Aviation, Shipping and Emergency & Safety. We are excited to be part of the WorldSkills movement, to sow skills, change lives and improve the world.

Zhisheng Gao
General Manager, Jiean Hi-tech

GLOBAL INDUSTRY PARTNERS



John Bean

We first supported WorldSkills as a Global Industry Partner in 2022 to demonstrate our intensified commitment to inspiring young professionals. As vehicles undergo several parallel major technological shifts, we need to embrace new talent and nurture skills in Automobile Technology more than ever. The contribution that young professionals make to our world can simply not be questioned. We continue to support their dedication by reinforcing our commitment to the WorldSkills family. Together we can take the transition of mobility-related skills to the next level.

Mariana Montovaneli

Director of Marketing, John Bean



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 Shanghai 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., Ltd., Mitutoyo



Lincoln Electric

Lincoln Electric continues to demonstrate a deep commitment to provide meaningful solutions for welding skills development. Workforce development is a primary focus for our team and we are aligned with the vision and mission of WorldSkills to drive skills attainment and recognition around the world. We proudly support WorldSkills as both a Global Partner since 2010, and as a WorldSkills Lyon 2024 Gold Sponsor. Inspiring every generation to “Build a Better World” helps us to live in a better world.

Scott Strawn

Director, Global Applications and Education



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



Mastercam

Mastercam's mission is to create software and services that solve the world's manufacturing challenges. Partnering with WorldSkills, the global hub for skills excellence and development, continues to be a priority for Mastercam as we remain committed to growing the quality and quantity of students that will help shape the future of manufacturing.”

Peter Mancini

Education Manager, Mastercam



SATA

2023 has shown that trained and capable people are more than ever missed in many trades. The endless efforts of the WorldSkills community in its countries and regions is needed to bring more good and engaged talents to the trades. The WorldSkills movement is needed more than ever with so many stakeholders on all levels being involved. Thank you for all the efforts!

Jörn Stöver

Export Sales Manager, SATA

GLOBAL INDUSTRY PARTNERS



Siemens

WorldSkills Experts and Global Industry Partners embody the fusion of education and innovation, inspiring young talents and preparing them for the future. The development and application of GenAI is the key driving force in the industry today. I am confident that in collaboration with WorldSkills, we can strive towards closing this specific skills gap for the sustainable progress of societies, companies, and Siemens. This openness to keep pace with ever-evolving technologies and readiness to implement them in competitions is one of my motivations to support WorldSkills.

Rainer Brehm

CEO Factory Automation, Digital Industries, Siemens



Studica

At Studica, we recognize the global importance of Autonomous Mobile Robotics. By supporting this vital skill, WorldSkills empowers young people to contribute to evolving economies. We are honoured to be a Global Partner and exclusive supplier for the WorldSkills Autonomous Mobile Robotics Competition. As a leading force in robotics, we pride ourselves on our commitment to technical expertise, innovation, and excellence. We gladly support the next generation of innovators, ensuring them access to the latest advancements in robotics.

Frank Nanfara

CEO and President, Studica



VCOM

Reflecting on our ongoing collaboration with WorldSkills, we remain committed to our vision of changing the world through skills. Guangdong VCOM Education Technology will deepen its Science, Technology, and Innovation strategy, focusing on smart and green fields to enhance innovation and drive industrial upgrades. We will promote green technology education and innovative environmental solutions. Strengthening global cooperation, we aim to bridge skill gaps, provide young people with advanced tools, and shape a sustainable, smart, and green future.

Cathy Wang

CEO of Guangdong Vcom Education Technology Co., Ltd



GLOBAL PREMIUM PARTNERS OF WORLDSKILLS INTERNATIONAL

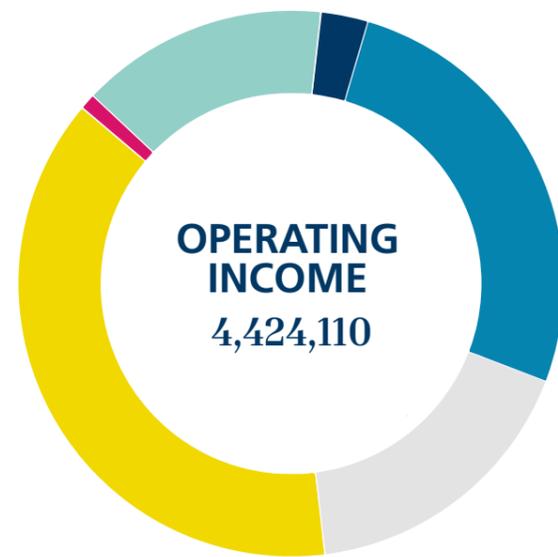
SAMSUNG

StanleyBlack&Decker

GLOBAL INDUSTRY PARTNERS OF WORLDSKILLS INTERNATIONAL



FINANCIAL REPORT 2023



| | |
|-------------------------------------------------------------------------------------------------|-----------|
| ● Membership | 1,685,705 |
| ● WorldSkills Competition hosting fees, infrastructure, and operations management contributions | 760,000 |
| ● Sponsorship | 1,162,500 |
| ● WorldSkills Museum | 124,873 |
| ● Project income | 648,462 |
| ● Interest and foreign exchange income | 42,570 |



| | |
|--------------------------------------|-----------|
| ● Organization | 247,434 |
| ● WorldSkills Competition – general | 439,825 |
| ● Communications and marketing | 184,497 |
| ● Champions engagement | 117,533 |
| ● Sponsorship and Partnership | 31,678 |
| ● WorldSkills Experts Faculty | 82,347 |
| ● Projects | 387,713 |
| ● WorldSkills Conference | 44,983 |
| ● WorldSkills Museum | 158,203 |
| ● Staff | 1,718,579 |
| ● Information systems | 168,851 |
| ● Office costs and professional fees | 180,260 |

Notes: Figures provided here are taken from the WorldSkills International 2023 Audited Financial Statements. The 2023 Audited Financial Statements were audited by Schipper Accountants. The complete financial report is available on request from the WorldSkills Secretariat. All figures are in euro.



WORLDSKILLS BOARD

Farewell to a WorldSkills friend.

Among the achievements and progress made by our WorldSkills community, this year brought profound sadness with the loss of a true champion for skills and a beloved member of the WorldSkills family. Terry Cooke, a dedicated member of the WorldSkills Board, passed away on 4 October 2023. His unwavering passion for empowering young people through education, training, and competitions left an indelible mark on everyone who knew him.

Terry's journey with WorldSkills included serving as a founding member of WorldSkills Calgary 2009. He went on to be elected to the WorldSkills Board in 2011, a position he held until his passing. Terry's commitment to the skills movement extended to WorldSkills Europe, where he joined the Board in 2018. He also served as Official Delegate and President of Skills/Compétences Canada and was a founding member of Skills Canada Alberta.

Beyond his roles at WorldSkills, Terry's impact on the skills community in Canada was immeasurable. Starting as a teacher in the United Kingdom and Canada, his passion for education led him to the Northern Alberta Institute of Technology (NAIT) in 1981, where he rose to become Dean of the School of Business, earning accolades such as the NAIT Ernest Manning Leadership

Medallion and the Alberta Centennial Medal for his dedication to skills.

Those fortunate enough to have met Terry will remember his resolute belief that skilled young people are the foundation of every community and career. He spent over four decades turning this belief into action. At WorldSkills General Assembly 2023, just weeks before his passing, he was recognized with the WorldSkills Fellowship for his tireless efforts. While his death leaves a huge loss, his life leaves an enormous legacy to skills.



In 2023, the WorldSkills Board was led by President of WorldSkills, Chris Humphries and is made up of eight members who govern and guide the organization. The Board includes a Treasurer, two members leading the Competitions Committee, and four members overseeing the Strategic Development Committee, ensuring continuity and progress in achieving the mission of WorldSkills. The year saw the appointment of two new members to its Board. In March, Alexander Erdmann from Germany and Heng Guan Teck from

Singapore were elected to help steer the organization into the future.

Alexander Erdmann, endorsed by WorldSkills Germany, brings a wealth of experience from international banking, small and medium enterprises, and entrepreneurship. He joined the WorldSkills movement in 2011 as CFO of WorldSkills Leipzig 2013 and now takes on the role of Treasurer on the Board.

Heng Guan Teck, the new Board member for Strategic Development, has been involved with WorldSkills since 2000.

He has served in various capacities, including Technical Delegate, Jury President, and Official Delegate for Singapore. With his extensive background in education and his current position as Deputy CEO at the Institute of Technical Education in Singapore, Heng Guan Teck is poised to make significant contributions to the Board.

With WorldSkills Lyon 2024 on the horizon, the WorldSkills Board is committed to honouring Terry's legacy by empowering more young people to excel through skills.



Chris Humphries
President and Chair of the Board



Alexander Erdmann
Treasurer



Laurence Gates
Board member - Strategic Development



Heng Guan Teck
Board member - Strategic Development



Michael K K Fung
Board member - Competitions



San-Quei Lin
Board member - Strategic Development



Stefan Praschl
Board member - Competitions



