

WORLDSKILLS

2014 ANNUAL REPORT



Discover
the power
of skills.

ORGANIZATIONAL STATEMENT

VISION:

**Improving our world
with the power of skills.**

MISSION:

**To raise the profile and
recognition of skilled
people, and show how
important skills are in
achieving economic growth
and personal success.**

POSITION:

**The global hub
for skills excellence
and development.**

PRESIDENT'S REPORT



WorldSkills continues to grow year on year, and 2014 saw many new strategic advancements. The WorldSkills movement is gaining momentum under our new brand and direction. We are more than half way towards realizing our Action Plan 2012-2015 and we have already accomplished many of our goals.

We are now 72 Members strong, representing well over 70% of the world population. Our new brand has been embraced worldwide and we are moving towards a unified look and feel. Under our six newly identified focus areas, we are reaching beyond our biennial flagship Competition to create an ongoing global impact in skills excellence and development. With our new sponsorship and partnership strategies we are partnering with new and exciting multinational companies and organizations to raise the overall awareness and level of skills. Through our emerging partnerships with organizations like the OECD, ILO-ITC, UNESCO-UNEVOC, UNIDO, the EU, and others, we are making an impact on society and the economies in every corner of the world.

The WorldSkills Foundation continues to deliver innovative projects that further develop awareness of our brand and talent pool by collaborating with other similarly minded bodies making a real difference to people's lives.

I would like to thank my fellow Directors and Trustees who work tirelessly to achieve our Action Plan 2012-2015 and Vision 2020 for their hard work and dedication. To all the Delegates, Experts, Champions, Team Leaders, Partners, Trainers, and volunteers from across the World you humble me with your passion and commitment. You are the backbone of WorldSkills, you make it happen.

Next year sees the 65th anniversary of WorldSkills and our Competition being held in São Paulo. It will give us a fitting moment to reflect on how far we have come in a relatively short time.

Simon Bartley — President of WorldSkills

CEO'S REPORT



WorldSkills has changed in 2014. We have a new brand, new vision and mission, and a new strategic direction. Our organizational structures are changing to meet these demands — we are growing and bringing on professionals to increase the capacity and resources that are available to the Members.

The General Assembly in Lucerne, Switzerland was our big event this year. Bringing together Members, Partners, and Champions to discuss the future of the organization. From this, the Champions Trust was born. It is an initiative developed by Champions — for Champions, and will operate as a small advisory group to WorldSkills as a way of keeping Champions engaged and involved beyond the Competition. To us, this is very exciting as the Champions are one of our biggest success stories.

Much of our focus in 2014 was on implementing our new brand and the successful planning for WorldSkills São Paulo 2015. Our Competition event is the only place on the planet where the who-is-who of Vocational Education and Training with an interest in skills excellence meet. We bring together youth, Competitors, Experts, teachers, trainers, policy makers, education leaders, industry leaders, and political leaders. We are putting greater emphasis on showcasing skills of the future, career opportunities, highlighting the value of skills, creating interactive and informative activities, and formal networking opportunities in addition to constantly improving our Skills Competitions.

WorldSkills is reaching well beyond Skills Competitions and working through our six focus areas (Career Building, Skills Promotion, Education and Training, Skills Competitions, Research, and International Cooperation and Development) to have a greater impact around the world from the grass roots community to international movements and research. We are excited about our new developments and encourage all of you to explore our six focus areas.

David Hoey — CEO of WorldSkills International

BOARD OF DIRECTORS 2014



Left to right: David Hoey, Michael Fung, San-Quei Lin, Simon Bartley, Rafael Luchessi, Jos de Goey, Ali Al Marzouqi, Terry Cooke, Stefan Praschl, and Roberto Spada.

Simon Bartley (United Kingdom)

President and Chair of the Board of Directors

Jos de Goey (Netherlands)

*Vice President for Strategic Affairs
and Chair of the Strategy Committee*

Stefan Praschl (Austria)

*Vice President for Technical Affairs
and Chair of the Technical Committee*

Roberto Spada (Brazil)

Vice President for Special Affairs

Terry Cooke (Canada)

Treasurer

San-Quei Lin (Chinese Taipei)

Vice Chair of the Strategy Committee

Michael Fung (Hong Kong, China)

Vice Chair of the Technical Committee

Rafael Lucchesi (Brazil)

Ex officio WorldSkills São Paulo 2015

Ali Al Marzouqi (United Arab Emirates)

Ex officio WorldSkills Abu Dhabi 2017

ORGANIZATION UPDATE

This was a pivotal year for WorldSkills. Through a major rebranding as well as organizational planning — WorldSkills made some significant changes.

WorldSkills is now a movement. By working within the six key areas of Skills Competitions, Research, Promoting Skills, Education and Training, Career Building, and International Cooperation and Development, WorldSkills will be the global hub for skills excellence and development with ongoing activities nationally, and globally. The WorldSkills Foundation contributes with projects and initiatives that demonstrate the capacity for innovation and collaboration with partners, in order to build self-sustaining activities.



KEY EVENTS

GENERAL ASSEMBLY

The WorldSkills General Assembly took place in beautiful Canton of Lucerne, Switzerland, 13-19 September 2014. The Swiss Museum of Transport was the unique venue for the General Assembly Meetings.

The General Assembly was a global platform for structured plenary meetings, working groups, and important networking opportunities. The meeting schedule included the meetings of the WorldSkills Technical and Strategy Committees, the 2014 Leaders Forum, and the 2014 WorldSkills Champions Forum.

With representatives from 54 Member countries and regions, the Competition Organizers for both WorldSkills São Paulo 2015 and WorldSkills Abu Dhabi 2017, and ten Global Partners, it was a successful week of meetings and networking.

Technically and strategically the Organization discussed and approved several key initiatives such as a new Sponsorship Framework, WorldSkills Standards Specifications, Issue and Dispute Resolution, Branding, and much more.

The new Board of Directors for 2015–2019 was also elected during the General Assembly. The Board of Directors for 2015–2019 will be:

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

Stefan Praschl (Austria)
*Vice President for Technical Affairs
and Chair of Technical Committee*

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

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

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

Laurence Gates (France)
Vice Chair of the Strategy Committee

Terry Cooke (Canada)
Treasurer

Ali Al Marzouqi (United Arab Emirates)
Ex officio WorldSkills Abu Dhabi 2017

Note: An additional Ex officio will be appointed to the Board in São Paulo in August 2015 to represent the Host Member of WSC2019.

WorldSkills Americas Bogota
Bogota, Colombia

**1–6
April**

WorldSkills General Assembly
Lucerne, Switzerland

**13–18
September**

WorldSkills Leaders Forum
Lucerne, Switzerland

**16
September**

EuroSkills Lille
Lille, France

**2–4
October**

ASEAN Skills Competition
Hanoi, Vietnam

**23–28
October**

CHAMPIONS FORUM 2014



The WorldSkills Champions Forum changed its name this year from WorldSkills Youth Forum to more accurately identify the participants: Champions. Young people from around the world who have competed in the international arena against the best in their respective skills.

The focus of the forum was engaging Champions beyond the Competition. It has been found that although many Champions have taken the opportunity to participate in a variety of WorldSkills activities after they have competed, many Champions feel disconnected from the movement.

Twenty-three Champions participated in a week of facilitated sessions and group work activities to establish ways of increasing Champions engagement beyond the Competition. At the end of the week the Champions had come up with four project ideas:

1. Skills House:

Building or repurposing a house in a developing area where Champions could teach locals skills.

2. Young Skills:

Developing a skill competition for younger students to help expose Vocational Education

and Training and subsequent career options to a younger demographic.

3. WorldSkills Family:

Developing a forum for Champions, Experts, Global Partners, and WorldSkills to exchange ideas, information, and opportunities worldwide.

4. Champions Trust:

Establishment of a group of appointed Champions to close the gap in communication between Champions, WorldSkills, and its stakeholders.

With a €10,000 commitment from the WorldSkills Foundation to help fund one of the project ideas it was decided to further develop the establishment of the WorldSkills Champions Trust (WSCT). It was decided that the WSCT will become the vehicle by which the other four, and many other, projects will be carried out.



CHAMPIONS TRUST 2014



Vision: Promoting opportunities for active engagement beyond the Competition.

Mission: Increasing communication and engagement between Champions and WorldSkills to develop a sustainable future, share our treasure, and expand the movement.

Twenty-three Champions spent a week working together to establish ways to increase their engagement beyond the Competition as part of the WorldSkills Champions Forum (WSCF) in Lucerne, Switzerland. As a result of the WSCF, the Champions presented the idea of establishing the WorldSkills Champions Trust (WSCT). From within the group of participants at the WSCF, six Champions were selected to take part in the formation project working towards developing the WSCT in detail. The six Champions met during The Skills Show in Birmingham, United Kingdom to start developing a proposal for the WSCT.

The WSCT will be a small group of Champions working together to help bridge the gap between Champions and WorldSkills. To help achieve this, Champions will be able to provide feedback to the Board of Directors and WorldSkills Secretariat on a regular basis.

They will also be able to provide information back to the Champion community. Champion representatives will also have the opportunity to participate in the various WorldSkills committees to ensure the Champion voice is heard. In addition, each WSCT representative will be responsible for communicating with a group of Member countries and regions to ensure their Champions are engaged in WorldSkills activities, are up to date with information, and are actively encouraged to participate in projects and initiatives coming from within the WSCT or WorldSkills Foundation.

The six Champions currently working to develop the WSCT are working towards an official launch coinciding with WorldSkills São Paulo 2015.



LEADERS FORUM 2014



The WorldSkills Leaders Forum took place in partnership with the International Congress on Vocation and Professional Education and Training. WorldSkills Delegates journeyed to Winterthur, Switzerland to join the other congress delegates for a day of presentations and seminars focusing on positioning of the dual vocational training system and discussions between business and politics.

Dr Jill Biden, Educator and wife of US Vice President; Guy Ryder, Director-General of the International Labour Organization (ILO); Jean-Paul Bobst, CEO Bobst Group SA; and Prof Dr Stefan Wolter, Director of the Swiss Coordination Centre for Research in Education, gave keynote speeches.

Simon Bartley spoke about international benchmarking and the role that WorldSkills plays globally. He complimented his presentation by asking four individuals to speak about their unique experiences with WorldSkills. Natã Barbosa, a WorldSkills Champion and Gold Medallist in Web Design from Brazil shared his story with

the audience. Brigitte Collins, Technical Delegate from Australia talked about her role as the former Chief Expert of Restaurant Service and the importance of meeting with Experts from around the world to share best practices and techniques. Dr Ji Oh Song, Executive Vice President and Senior Advisor for Samsung Electronics — illustrated industry's role in WorldSkills, speaking about the value of the WorldSkills network. Carl Peters, Director of Training for Lincoln Electric, talked about how industry needs to be part of the education and training process and development in WorldSkills and Vocational Education and Training globally.

**Skills keep
the world
working.**

TECHNICAL PREPARATIONS FOR SÃO PAULO

WorldSkills São Paulo 2015 and WorldSkills International have worked hard to prepare and define the infrastructure for the 43rd WorldSkills Competition in terms of venue and workshop layouts, and identification of materials and equipment for all skill competitions.

Throughout all of this, there was a particular focus on sustainability for the future — due to the 25% increase in Competitor registrations at Provisional Registration. The process hasn't been without challenges, particularly with the provisioning of the additional workstations required.

The Technical Committee meetings in Lucerne, Switzerland, in September provided Members with a wrap-up of WorldSkills Leipzig 2013, an update on the development and industry audit of the WorldSkills Standards Specification, passionate discussion and the adoption of the Pilot Projects addressing the Integrated Assessment process, and the appointment of Interpreters to skills competitions, as well as updates to the Competition Rules and Issue and Dispute Resolution procedures at the Competition.

The Assessment Strategy was developed to provide a firm reference point for the practice and development of assessment

for WorldSkills. The Strategy begins with an overview of assessment in terms of general principles, concepts, techniques, and methods. It then compares current practice with that overview and identifies key strengths and weaknesses in the former. Finally it outlines a proposed course of action for the next five years, in order to help fulfil the WorldSkills vision and mission. The strategy was ratified by the General Assembly in September.

The Technical Working Group met three times during the year each with a different focus. The meetings in January focused on a review of WorldSkills Leipzig 2013, the meetings in June focused on development for the skill competitions for WorldSkills São Paulo 2015, while November meetings focused on implementation of processes and changes in 2015 and looking to the skill management structure and professional development of Experts for WSC2017 and beyond.

WORLD SKILLS FOUNDATION



A

A NEW LOOK AT SKILLS

In November, A New Look at Skills, which was a series of high-quality 3D animations and interactive applications to explain skill competitions, was developed and showcased at The Skills Show 2014 in Birmingham, United Kingdom, by working with Autodesk and their Student Expert network in United Kingdom. The result of this pilot project has presented an exciting opportunity to further disseminate the great benefits of 3D animations at WorldSkills São Paulo 2015 as a key part of the visitor experience.



B

CHAMPIONS FORUM SUPPORT

At the WorldSkills Champions Forum in September, the Champions delivered the project idea of WorldSkills Champions Trust with the support from the foundation. This will be a platform for promoting Champions engagement and communication beyond the Competition.



H

THANK YOU GATHERING

The WorldSkills Foundation is committed to facilitating projects that create lasting social and personal impact. At the Thank You Gathering in December, a small group of Experts and Champions who participated in the projects gathered in Madrid and were joined by others via Skype. Inspiring stories about projects and the impact on the people involved were shared during the workshop. These personal stories have deepened the belief that the WorldSkills Foundation has in the tangible and intangible value of the work.



G

NATIONAL SKILL COMPETITION CÔTE D'IVOIRE

In May, WorldSkills Experts — Michel van Erkelens (Netherlands), Luc Lagneaus (Belgium), William Lacey (Ireland), and Maup Ruijsbroek (Netherlands) — supported the training and preparation of the first National Skills Competition in Abidjan, Côte d'Ivoire. Since this historical event, our project partners — UNIDO and the Ministry of Employment, Social Affairs and Vocational Training in Côte d'Ivoire — are witnessing an increase in the number of students applying for vocational education and training courses. The second Competition is already being planned for 2015 with support from WorldSkills France.



C

SANITATION STUDIO NEPAL

Following the Sanitation Studio programme in Nepal 2013, the local Nepali team have since completed the installations of the best designed and tested rainwater diverter systems on 56 toilets. Further works are being managed and completed by the local team.



D

INNOVATION LAB

Following the first Learning Innovation Lab with ITE in 2013, a second edition took place between March and June, which focused on Virtual 3D Learning application for Facilities Management courses at ITE. The application was developed by two Champions — Michael Christensen (Canada) and Simon Noerdjan (Suriname), and has been used to train more than 500 students during the 2014–2015 academic year. Their work was also showcased at Singapore International Water Week 2014.



E

WATER INNOVATION CHALLENGE

In June, a group of young engineers, plumbers and CAD specialists from the United States of America and Australia joined the inaugural Water Innovation Challenge hosted at ITE campus in Singapore. They tackled a series of hands-on design challenges and practical tasks, with the goal to produce real solutions for critical water and sanitation issues for rural village communities in Nepal and Bangladesh. Aspects of the solutions developed by Team USA will be implemented in the focused community in 2015.



F

SANITATION STUDIO SOUTH AFRICA

In March, two WorldSkills Champions — Shane Trevitt (United Kingdom) and Ciaran Coady (Ireland) — joined Sanitation Studio Programme in Diepsloot, South Africa. Their work to improve 10 toilets, taps, and drains have resulted considerable savings of water — an estimated four million liters of water have been saved because the upgraded facilities use 50% less water. The access to working toilets and washing facilities has also improved health generally in Diepsloot.

WORLDSKILLS INTERNATIONAL GLOBAL PARTNERS



3M
Richard Miles
European Sustainability Director

"This year has been a year enriched through relationship building! Greater 3M involvement with Worldskills and Worldskills Foundation across the globe has led to increased activity and benefit for both organisations.

We are really looking forward to the global Competition in São Paulo where we envisage an even stronger partnerships to be forged.

Keep up the great work — you're making a difference!"

Richard Miles — 3M



American Welding Society
Ray Shook
Executive Director

"American Welding Society is exceptionally pleased to be a part of WorldSkills. The American Welding Society and WorldSkills International share a vision to advocate for the skilled trades through research, education and training, as well as international cooperation and the creation of career pathways.

We are excited to collaborate with WorldSkills as a Global Industry Partner and are looking forward to working with them to enhance the welding profession worldwide."

Ray Shook — American Welding Society



Autodesk
Matthew Bell
Global Strategic Partnerships Manager

"Autodesk is passionate about enabling young people to imagine, design, and create a better world by offering free software to students. By collaborating with Worldskills, Autodesk is proud to be supporting the growth of the 24 skills that utilize our software products and together, we are working hard to raise the standards of Vocational Education and Training throughout the world."

Matthew Bell — Autodesk



Cisco Systems, Inc.
Kathy Mulvany
Vice President, Corporate Affairs

"The Internet of Everything — the network connection of people, process, data, and things — brings unprecedented opportunities in the next decade. Cisco is working to ensure the workforce of the future has the skills necessary in this new economy. Cisco and WorldSkills will ensure we are ready."

Kathy Mulvany — Cisco Systems, Inc





Dermalogica Inc.

Jane Wurwand
Founder and Chief Visionary

"Our goal is to help bring respect and success to the professional skin therapist through our innovative products, excellent education and outstanding customer service. All of our team associates are committed to developing programs and services that support this mission."

Jane Wurwand —
Dermalogica Inc



Festo Didactic GmbH & Co. KG

Elfi Klumpp
Head of Business Development Learning Centers & Skills Projects

"Festo — founding global partner of WorldSkills, proudly sponsors the world's largest international skills competition where young people from across the globe compete to become the best of the best in their chosen skill. There is no better global benchmark platform for vocational education."

Elfi Klumpp —
Festo Didactic GmbH & Co. KG



Fluke Corporation

Wes Pringle
President

"As a Global Industry Partner of WorldSkills, 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, as well as the chance as a WorldSkills partner to directly assist those countries and their institutes."

Wes Pringle —
Fluke Corporation



Lincoln Electric

Chris Mapes
Chairman, President and CEO

"Lincoln Electric's 2014 involvement in WorldSkills was very productive.

We were able to make many new contacts with leaders in education that would not have been possible without WorldSkills.

We are particularly excited and supportive of WorldSkills efforts in expanding their message beyond the competition which adds real value to our global strategy."

Chris Mapes — Lincoln Electric



Saint-Gobain

Patrick Atkinson
Global Marketing Manager

"Much was achieved in 2014 in terms of skills development for Saint-Gobain — particularly in fast growth markets.

Working with the WorldSkills members in partnership has been very mutually rewarding. We look forward to a great 2015 and the WorldSkills São Paulo Competition"

Patrick Atkinson — Saint-Gobain



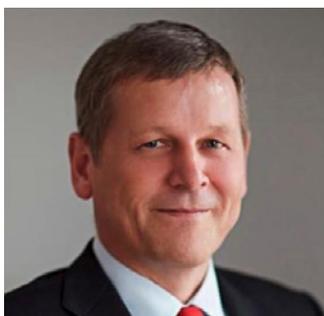
Samsung Electronics

Dr Ji Oh Song
Executive Vice President and Senior Advisor for Samsung Electronics

"It's very meaningful for Samsung to be able to contribute to giving dreams and wishes to young skilled people.

I am very happy that Samsung hosted the Global Skills Training Program in 2014 and is also sponsoring WorldSkills São Paulo 2015. I hope all the Competitors are training hard and we wish them good luck!"

Dr Ji Oh Song — Samsung



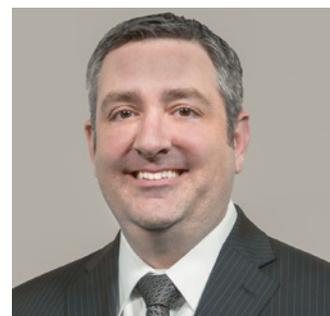
Siemens AG

Ralf-Michael Franke
Chief Executive Officer — Factory Automation

"Evaluating the sustainable social media work, through which WorldSkills supports vocational skills development around the globe, I can see the valuable impact of the WorldSkills movement to facilitate future careers and drive economic growth.

This is one of the important reasons why Siemens supports eight different skills with state of the art technology at WorldSkills São Paulo 2015."

Ralf-Michael Franke — Siemens



Stanley Black & Decker

Tim Perra
Vice President of Communications

"Stanley Black & Decker is excited and honored to once again partner with WorldSkills. We strongly support this organization and their efforts to encourage growth in high-value vocational trades.

We've spent 2014 working hard to ensure WorldSkills São Paulo 2015 will be the best Competition to date, and we look forward to seeing the world's best Competitors there."

Tim Perra —
Stanley Black & Decker

WEB STATISTICS

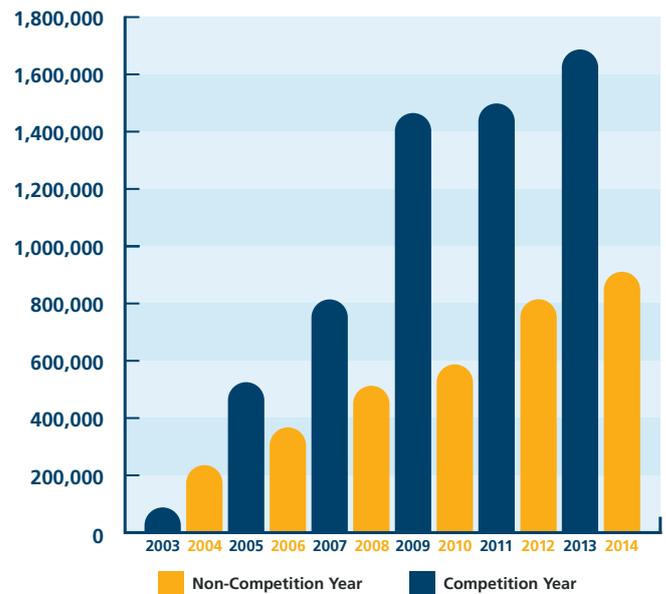
INTRODUCTION

Throughout the year a total of **166,301** unique visitors from **213** countries and regions, speaking **72** different languages made **254,745** visits and viewed **912,464** pages on www.worldskills.org.

As a non-Competition year the website sustained regular traffic averaging **697** visits a day and showed little variation across the year. The overall page views is in line with the continued growth of visitors in a non-Competition year.

The top 10 pages included the Member area, WorldSkills São Paulo 2015, Skills Explained, About the Competitions, About WorldSkills International, WorldSkills Leipzig 2013 Test Projects, Dates and Events, Skills Competitions, and Member Organizations

PAGE VIEWS



YEARLY STATISTICS

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Pages viewed	88,061	237,529	527,584	369,203	816,691	514,843	1,465,065	589,241	1,498,503	816,929	1,688,943	912,464
Average pages viewed per day	241	349	1,1445	1,012	2,238	1,410	4,014	1,619	4,117	2,238	4,627	2,498
Documents downloaded		15,082	91,239	93,155	161,826	222,464	358,548	212,716	395,502	335,918	697,934	420,697
Total visits						124,903	296,898	139,065	363,456	225,065	476,162	254,745
Unique visits						74,860	152,950	86,952	181,205	138,528	245,620	166,301

Pages viewed — 2005–2007: Actual pages viewed as tracked by the page id of that particular page from the CMS. 2008–2014: Page views from Google Analytics
 Documents downloaded — 2005–2007: As tracked by the document id number in the CMS. 2008–2014: From detailed download logs generated by the document management system in the new CMS.
 Total Visits — 2005–2007: No data for www.worldskill.org specifically. 2008–2014: Data from Google Analytics. Unique Visitors — 2005–2007: No data for www.worldskill.org specifically. 2008–2014: Data from Google Analytics

VISITOR DISTRIBUTION



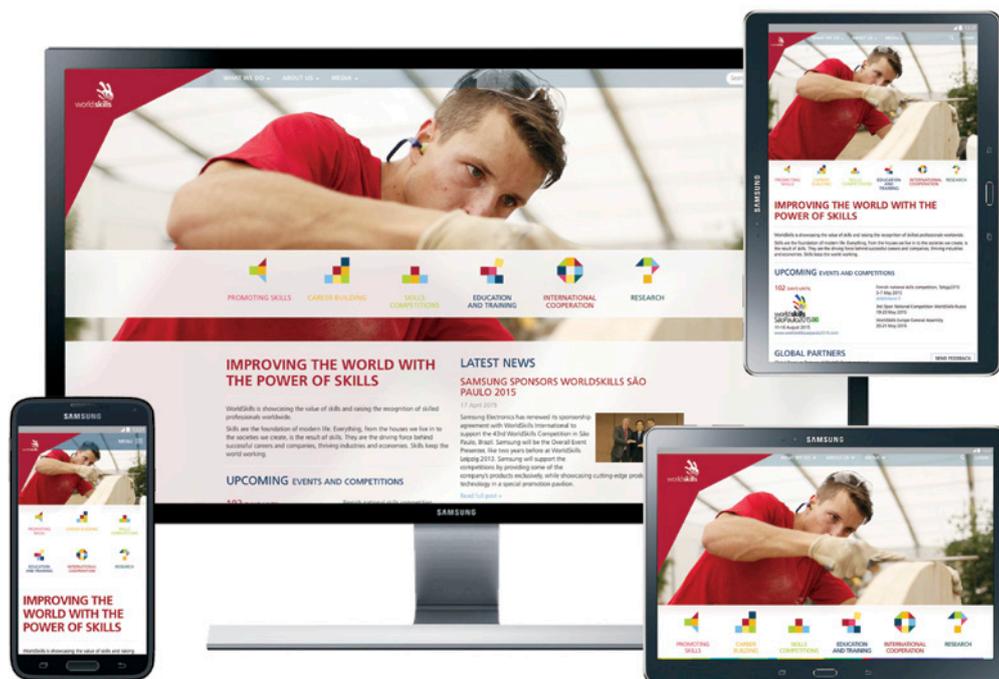
NEW WEBSITE

In early November a completely rebuilt website was launched. This was the next step in the rebranding process that was shown at the General Assembly in Lucerne. As well as showcasing the new brand and shifting the focus of content more towards the public, the design of new site was rebuilt to accommodate the increase in mobile usage, which for 2014 was **48,415** visits or **19.04%** of the overall site visits. The site is fully responsive and will adapt to all mobile and tablet screens.

As part of the new website fully rebuilt back-end systems were deployed that have been designed to be made accessible to Members

so that in time they can feed data direct to their own sites and use tools to manage their own national or regional competitions. In the lead up to WorldSkills São Paulo 2015 and beyond work will continue on these systems to extend them and update all our legacy systems.

The WorldSkills São Paulo website (www.worldskillssaopaulo2015.com) is now hosted by WorldSkills International using the same platform developed for the main website and sources data from the new systems to provide details about Members and Skills.



SOCIAL MEDIA

Facebook continues to be the central platform for WorldSkills Social media with a total reach of **1,347,855** people who saw content from the WorldSkills page which finished the year with **24,803** likes — a **50%** increase from 2013. In preparation for WorldSkills São Paulo 2015 we have ensured that all official content will come from a single account — which means that WorldSkills São Paulo 2015 will be using the same channels as all other WorldSkills activity. This approach will build an audience that will continue from event to event rather than being lost with event specific social media channels.

WELCOME NEW MEMBERS IN 2014

We welcomed five new Members to WorldSkills International in 2014 bringing the total to 72 Member countries and regions.

Country	Organization	Website
Belarus	WorldSkills Belarus	www.worldskills.by
Egypt	Industrial Training Council (ITC) — WorldSkills Egypt	
Kazakhstan	Holding Kasipkor — WorldSkills Kazakhstan	www.kasipkor.kz
Mongolia	WorldSkills Mongolia	www.mol.gov.mn
Zambia	WorldSkills Zambia	

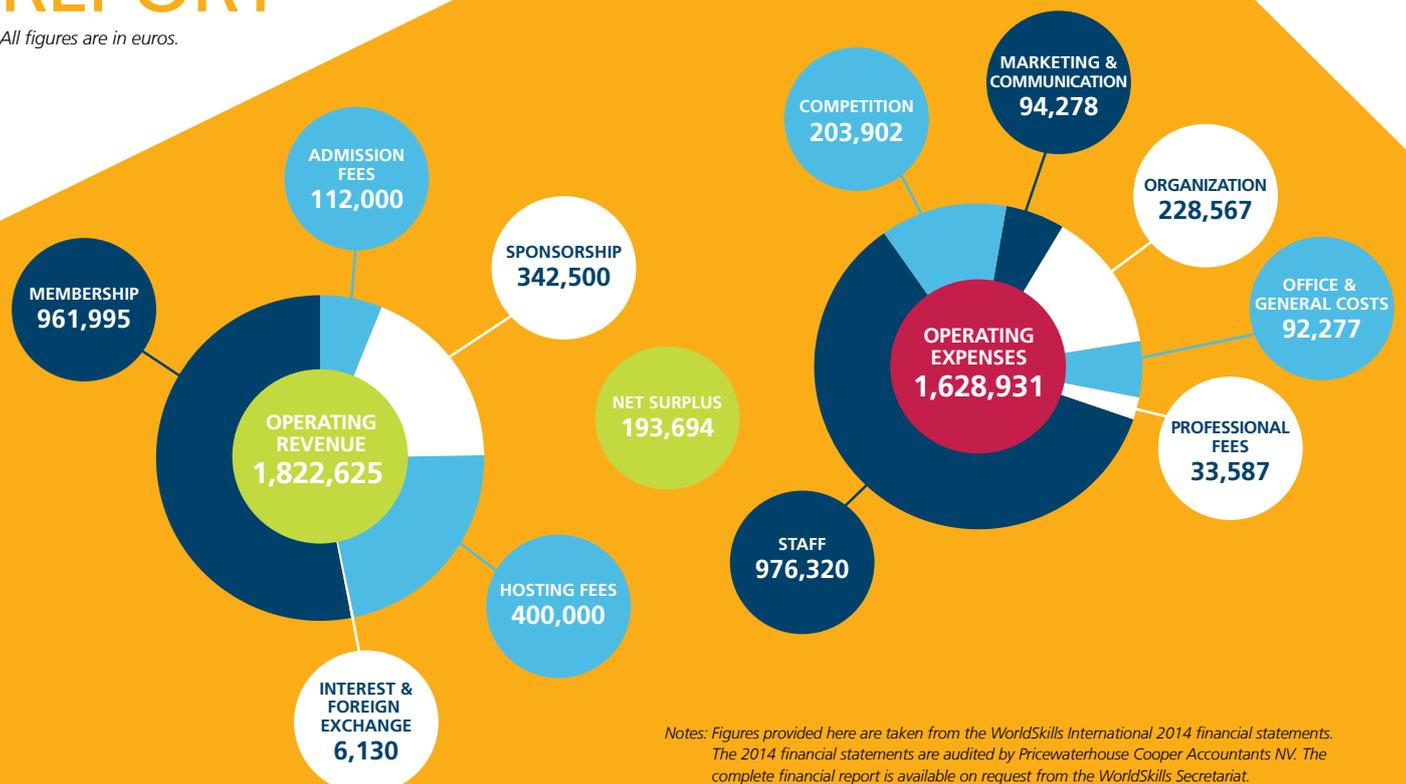
MEMBERS CELEBRATING MILESTONES

The following Members celebrated milestones in their membership of WorldSkills International in 2014:

Number of years	Country
15	Sweden
10	Brunei Darussalam
10	Indonesia
10	Jamaica
5	Oman
5	Turkey

FINANCIAL REPORT

All figures are in euros.



Notes: Figures provided here are taken from the WorldSkills International 2014 financial statements. The 2014 financial statements are audited by Pricewaterhouse Cooper Accountants NV. The complete financial report is available on request from the WorldSkills Secretariat.

MEMBER DELEGATES IN 2014

Country/Region	Official Delegate	Technical Delegate
Argentina	Carlos Eyharchet	Fernando Eduardo Callegari
Armenia	Tatevik Gasparyan	Vahagn Hovhannisyan
Australia	Mark Callaghan	Brigitte Collins
Austria	Katrin Eichinger-Kniele	Stefan Praschl
Kingdom of Bahrain	Mohamed Abdullazraq Alseddigi	Mohammed Murtadha Al Farabi
Barbados	Wendy McClean	Paul Puckerin
Belarus	Eduard Kalitski	Olga Dekhtarenko
Belgium	Francis Hourant	Alina Fleaca
Brazil	Rafael Lucchesi	José Luis Leitão
Brunei Darussalam	Pg Suhaimi Pg Hj Bakar	Denis M. T. Ho
Canada	Donavon Elliott	Karine Raymond
Chile	Hugo Fuentes Lillo	Claudia Contreras Gálvez
China	Xiaochu Dai	Fang Yuan
Colombia	Gina Parody	Yesid Rusinque
Croatia		
Denmark	Jesper Juul Sørensen	Pia Hegner
Dominican Republic	Bernardo Orlando Almonte	Maura Corporán
Ecuador	Santiago Y. Mendieta	Xavier A. Mendieta
Egypt	Mahmoud El Sherbiny	Hassan El Zeer
Estonia	Andres Pung	Tõnis Arvisto
Finland	Seija Rasku	Hannu Immonen
France	Laurence Gates	Thibault Dubus
Georgia	Marina Zhvania	Archil Barbakadze
Germany	Hubert Romer	Franz Schropp
Hong Kong, China	Carrie Yau	Simon Tang
Hungary	Balázs Fekete	Zsófia Csizsár
Iceland	Björn Ágúst Sigurjónsson	Thor Pálsson
India	Dilip Cheroy	Kanissery Venugopalan
Indonesia	Teguh Widodo	Supriatna
Iran	Yadollah Mehrizadeh	Zhaleh Omrani
Ireland	Thomas Corrigan	John Twohig
South Tyrol, Italy	Herbert Fritz	Thomas Pardeller
Jamaica	Wayne Wesley	Nadine Leachman
Japan	Hiroshi Akimoto	Akira Kakimoto
Kazakhstan	Madeyev Sabyrzhan	Talgat Ayapbergenov
Korea	Sung Ki Yi	Byung Ha Kang

Country/Region	Official Delegate	Technical Delegate
Kuwait	Hajraf F. Al-Hajraf	Khalid A. Al-Mazrouei
Latvia	Dita Traidis	Inta Ane
Principality of Liechtenstein	Stefan A. Sohler	Marco Frick
Luxembourg	Antonio De Carolis	Jean-Claude Binsfeld
Macao, China	Chi Hong Wong	Elsie (Ut Mei) Tang
Malaysia	Saripuddin Kasim	Ghalip Spahat
Mexico	Jorge Ignacio Luna Becerra	Salomon Ceballos Ocho
Mongolia	Jadamba Myagmarjav	Samal Batchuluun
Morocco	Chihab Sentissi	Halim El Hallam
Namibia	Amon Haufiku	Sens Shoolongo
Netherlands	Jos de Goey	Peter van den Berg
New Zealand	Bruce Howat	Malcolm Whinham
Norway	Benedikte Sterner	Elisabeth Lange
Oman	Haji Al Bulushi	Khamis Hamed Mohammed Al Hadrami
Paraguay	Sergio Rojas	Eleno Agapito Bron Gonzalez
Philippines	Alcestis Guiang	Augusto Capio
Portugal	Félix Esméno	Armando Carvalho
Russia	Natalia Zolotareva	Pavel Chernykh
Saudi Arabia	Rashed Alzahrani	Mohammad Alkhamees
Singapore	Bruce Poh	Iris Seet
South Africa	Raymond Patel	André Vermeulen
Spain	Ángel de Miguel	Soledad Iglesias Jimenez
Sri Lanka	Dharmika Hewapathirana	T. A. Piyasiri
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