

# WorldSkills

Improving our world  
with the power of skills

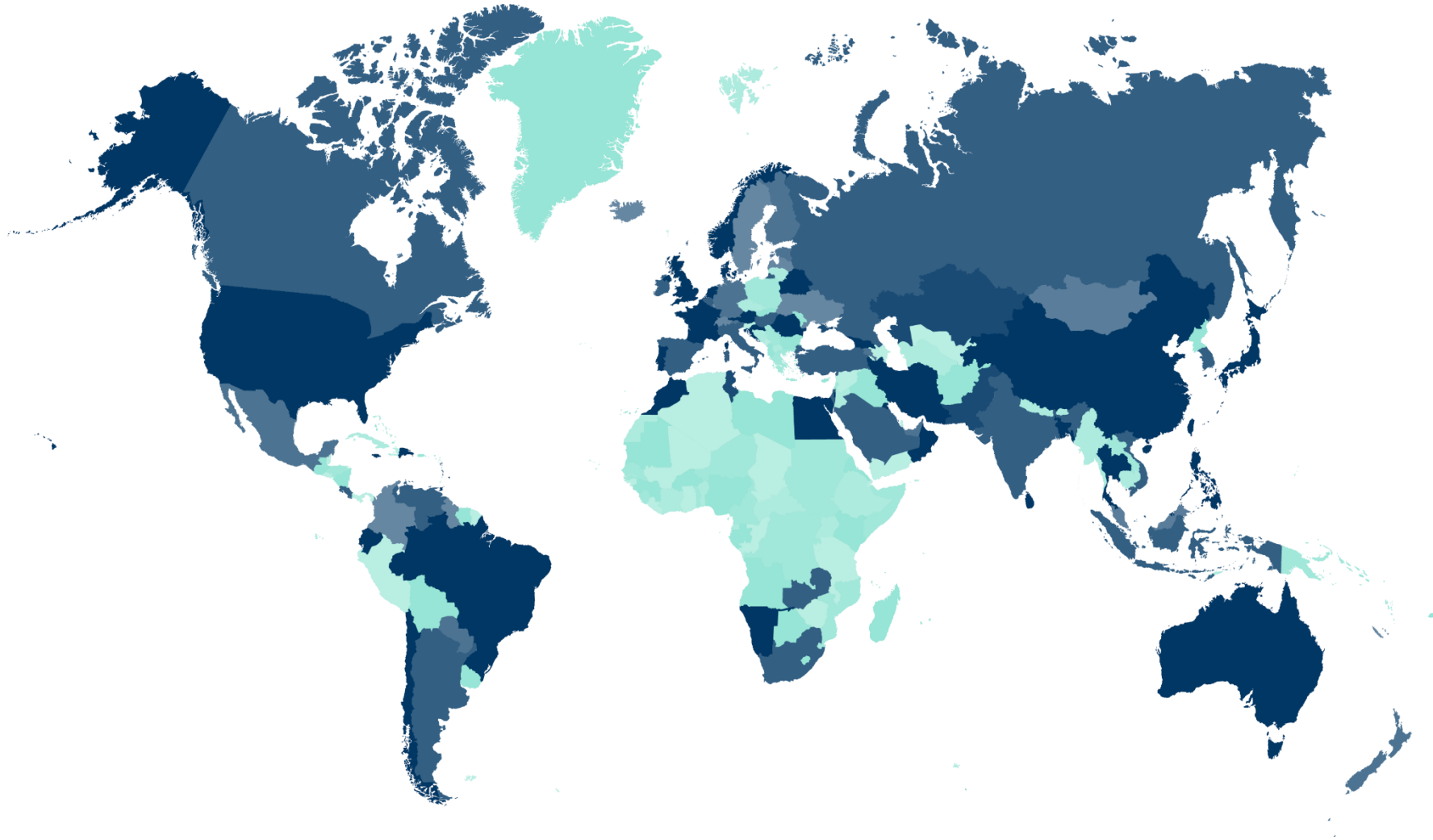
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Jos de Goey,  
President

Jenny Shackleton,  
Standards & Assessment  
Advisor



# Our Member network – 82 members



# WorldSkills Vision 2025

## Strategic Goals:

- Raise ambition and opportunity in VET for young people, employers, and societies;
- Enhance the quality of VET provision through stronger connections to labour markets, employers, and economies; and
- Help build the organizational capability of WorldSkills and the global competitiveness of its Members through skills.

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

# WorldSkills Building Blocks

WorldSkills organizes its work around six focus areas.

Externally we describe our ambitions through three building blocks, which each capture two focus areas.

## *Inspire*

- Skills Competitions
- Promoting Skills

## *Develop*

- Career Building
- Education and Training

## *Influence*

- International Cooperation
- Research



# What is a WorldSkills Competition?

- The WorldSkills Competition is our flagship event, held every two years in a Member country or region.
- Competitors from our members compete in more than 50 different skills.
- The Competitors are all under the age of 23 years (*except for four skills that have the age limit of 25*).
- This is a multifaceted event that is considered to be the global meeting place for government, education, industry, and association leaders to discuss relevant and important issues related to skills worldwide.
- During the WorldSkills Kazan 2019, conferences and a Ministers Summit was organized.







# WorldSkills Kazan 2019



# Skills Competitions

- Exposing youth to a variety of skilled careers and equipping them with the tools and resources they need to build a future.
- Organizing skill competitions and events for young people all over the world.
- Being a place and a platform for celebrating world-class excellence in skills by showcasing the next generation of skills talent.
- Explaining the motivational and educational benefit of competitions by showing how they build Competitors' character, confidence, commitment, and self-esteem.
- Offering companies, industries and trades a chance to meet and recruit skilled people who have demonstrated that they are at the “top of their game.”



# Competence to Excellence: key competences in global skills competitions

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Jenny Shackleton,  
Standards & Assessment Advisor

# Key skills in context

## Up to 2011: as principles

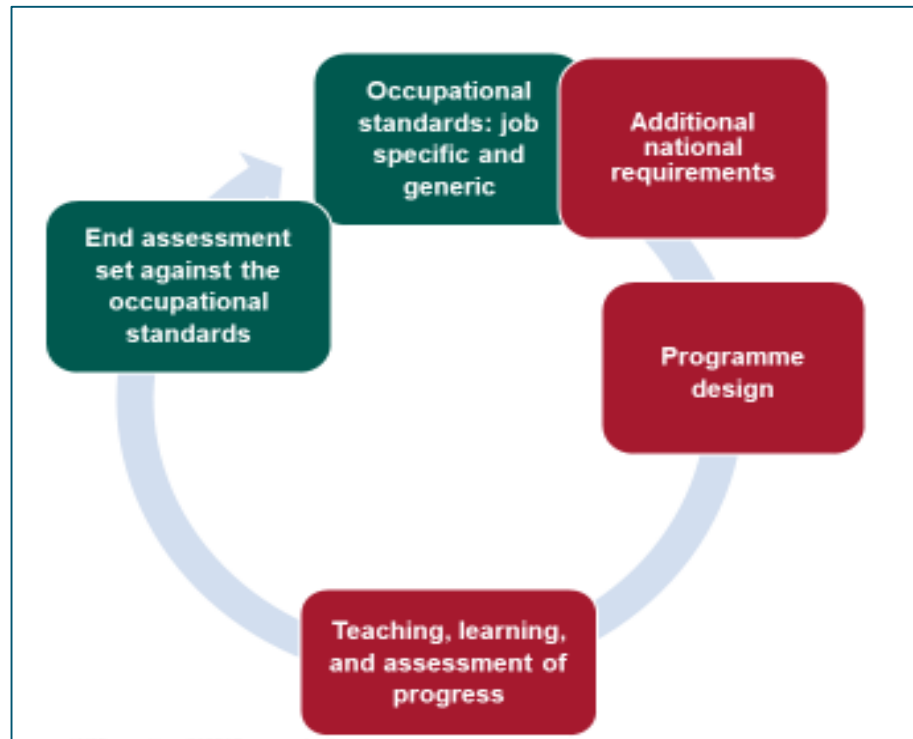
- modern skills
- Skills in ICT and innovation
- Social and communication skills, including creativity, taking initiatives and problem solving, team communication etc;
- Skills that highlight tradition and cultural heritage.

## From 2013: principles into practice

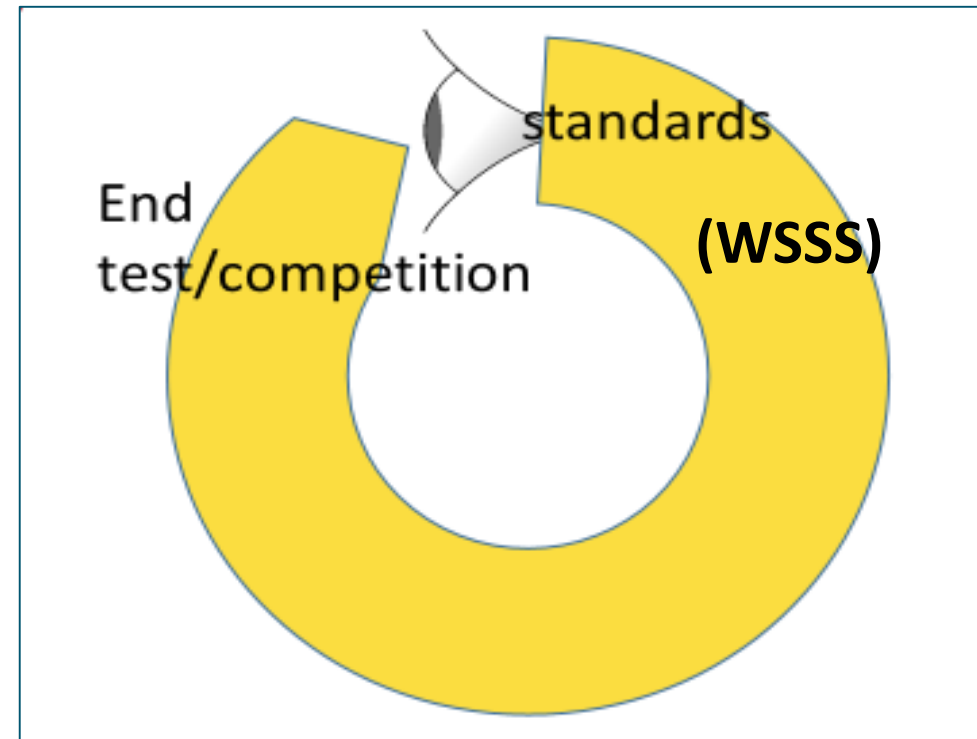
- Work organisation and management
- Social and interpersonal skills
- Problem solving, innovation and creativity

**embedded within WorldSkills Standards Specifications (WSSS) as competitions' reference points**

# Pull not push: customised work role specifications drive the WSC



(Cedefop)





# Explicit and implicit key skills

## Explicit: in the WSSS:

15% + of marks attributed to key skills of **WOM, CIPS and PSIC**, derived from the OECD's Vocational Strategy

Linked to assessment of

- **autonomy**
- **responsibility**
- **complexity**

To differentiate performance

## Implicit: the WSC journey

Growing the attributes of excellence:

- **goal orientation**
- **learning motivation**
- **ethical sensitivities**
- **Self-regulation**

Both domain and non-domain related

(Nokelainen)

# Some WSC issues with key skills: more than orientation and language

## History

A narrow focus: out of step with current employment needs, which increasingly focus on transversal skills

The perfectionism of craftsmanship; age

## Culture

Autonomy, responsibility, complexity may be at odds with authoritarian cultures

Extrinsic rewards, win at all costs and training “to the test”

“Supplier”, “provider” mindsets

# WSC standards and digital skills

			39	40	41	42	43	44	45	46 CCW	47 Bak	48 IMM	49 HVM	50 3D	51 FF	52 CLT	53 CC	54 CS	55 WT	56 HR
information and communications technology (ESCO 2017)	content-creation with ICT software	use digital device operating systems																		
		use personal organization software																		
		use presentation software																		
		use spreadsheets software																		
		use word processing software																		
	digital communication	use e-services																		
		use online communication tools																		
		use online conventions of netiquette																		
		use online tools to collaborate																		
	digital data processing	archive digital data and systems																		
		manage digital documents																		
		search for information online																		
		use databases																		
	ICT safety	protect ICT devices																		
		safeguard online privacy and identity																		
	problem-solving with ICT tools and hardware	carry out practical tasks with smart devices																		
		make use of personal robots for practical support																		
		operate handheld devices																		
		solve location and navigation problems by using GPS tools																		
		use ICT peripherals																		
	computer programming skills																			
	ICT-related profession																			

implicit match  
explicit match



# The WorldSkills winner: the best performer at work

Knows the price of a mistake

**that what you do is real and has consequences**

**That you have responsibilities and must be exact, accurate and true**  
and be aware of other workers and the organization

**Be independent and self-reliant and make decisions**

You do not avoid work or challenges or decisions

**Most of all: you know what to do when you don't know what to do**



Thank you

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