

WORLDSKILLS KAZAN 2019

SKILLS DECLARATION

PREAMBLE

This Declaration aims to support the achievements of the UN Sustainable Development Goals, for a better and more sustainable future for all. The WorldSkills Kazan 2019 Declaration also follows the agenda of WorldSkills Vision 2025. This declaration follows the Youth Declaration on the Future of Skills and TVET which was realized at WorldSkills Abu Dhabi 2017.

DECLARATION

We, as supporters of this Declaration, recognize the paramount and urgent importance of change, and share the following five basic principles for a human-centric approach to professional development:

1. Skills of the future for everyone. Every person should receive a set of competences for employment.

These should include basic and cognitive skills, as well as social, cultural, green, and digital competences.

2. Self-conscious development. Every person's professional development should follow a unique and individual path throughout their life.

3. Transparent and fair opportunities. Information on employment and educational opportunities should be easily accessible. Employees should be hired on the basis of their skills and actual experience, regardless of their formal education, life situation, gender, physical health, or social status.

4. Skills mobility. Labor mobility within existing legal frameworks, flexible employment formats, and remote (virtual) employment should be available to all regardless of their current place of residence.

5. Appreciation of values and Respect for the individual. Workplaces and working conditions should enable self-fulfillment and professional development for all regardless of their values or beliefs with due respect to sustainable development.

BACKGROUND

With the advent of technologies that are transforming the present, workplaces are adjusting to technologies that will help free us from routine tasks and that will provide a boost in productivity and process efficiency.

This rapid progress has led to a paradigm shift in the labor market: competition is becoming tougher, professions are becoming more complex, and income disparity continues to increase. The situation is further complicated by demographic changes associated with increased mobility and new generations entering the market with values and needs of their own. This new reality is a challenge for governments, businesses, and societies worldwide, forcing them to adapt to uncertainty and an unprecedented pace of change.

One of the main results of this progress is the 'skills gap'. In their attempts to prevent unemployment and fill existing job vacancies, countries and employers often create a situation where the skills of employees are either insufficient, excessive, or irrelevant to the tasks they are required to perform. The skills gap currently affects more than 1.3 billion people (2 out of 5 employees in OECD countries). It is estimated that it costs more than \$5 trillion in global GDP losses, and is in effect a hidden "tax on productivity" for countries and employers.

The skills gap can only be closed through a new human-centric approach to professional development, by switching from the existing employee training system to fostering talents in every individual. This means creating an ecosystem that would enable every person to unlock their potential by learning and working, and helping them find jobs that would match their strengths and needs. It is a system where a person, rather than the state, determines the trajectory of their professional development, while the government, the education system, and employers work together to create an environment that would support these possibilities.

A human-centric ecosystem of this kind should provide every person with: Abilities – competences and expertise to succeed in a rapidly changing labor market; Motivation – a system of signals and stimuli that drive this person's proactive self-fulfillment; and Capabilities – a set of specific tools that support the self-fulfillment of every person.

Together we want to build a new human-centric labour market that enables people to gain the necessary skills and remain employable throughout their life, employers to efficiently attract, develop and retain talent, and governments to fully realize the potential of technologies and human capital to create an economy of the future at home and around the world.