

# Capacity building programme for WorldSkills Africa Livingstone 2025

## Brief for participating countries

### Purpose

WorldSkills Africa (WSAfrica) was officially launched at the African Union's Heads of State Summit in February 2024. Following this monumental milestone, WorldSkills International (WSI), the African Union Development Agency (AUDA-NEPAD) as the Secretariat of WSAfrica, and WorldSkills Zambia (WSZM) as the Competition Organizer are in full preparation mode for the WorldSkills Africa Competition that will take place in Livingstone from 7 to 12 April 2025.

As the regional platform to harness the power of skills for Africa's development, capacity building of trainers from Technical and Vocational Education and Training (TVET) is one of the crucial elements for WSAfrica to enable stronger alignment between TVET and industry demands. As part of the preparation for countries to participate in WorldSkills Africa Livingstone 2025 (WSAL2025), a capacity building programme consisting of a series of online workshops led by a Skill Advisor and Chief Experts will be designed to upskill the trainers, who are registered by their countries to join the programme and participate in WSAL2025 as Experts of their chosen skills.

WSAL2025 offers unique opportunities for countries to benchmark standards, inspire young people to strive for skills excellence, and the biggest continental platform for policy makers, educators, and private sector to witness the power of skills and conduct dialogues that will shape and strengthen the development of TVET.

Through the capacity building programme, it is expected that the Experts will apply the learning to raising the bar of skills training not only for the Competitors whom they will bring to compete in WSAL2025, but most importantly, the students in their own institutions. Based on the collaboration with the Chief Experts who are appointed by WSI, the Experts from the participating countries will also receive a set of practical resources to continue their learning beyond the programme.

### Programme features

**Collaborative:** it is a mutual learning and sharing process for the Chief Experts to provide the global best practices and design the workshops based on the common challenges faced by the Experts. Engagement by the Experts is critical for ensuring a successful programme.

**Practical:** the Experts will have to work proactively with the Chief Experts on identifying the gaps between their national occupational standards and the [WorldSkills Occupational Standards](#) in order to ensure the programme addresses the actual needs and provide practical tools during and beyond the programme.

**Inclusive:** the programme is open for both Members and non-Members of WorldSkills Africa. However, only WorldSkills Africa Members can compete officially in WSAL2025. Non-Members can participate in three skills (maximum) by sending guest Competitors and Experts to WSAL2025 for learning experiences.

## Programme components

### Understanding WorldSkills Occupational Standards (WSOS)

- Introduction of WSOS in terms of what they are, the intended purpose, and application.

### Using WSOS as a mapping tool to benchmark and identify gaps

- Discussion and practical examples of using WSOS as a mapping tool for benchmarking and identifying gaps on the national level.
- Chief Experts to work with Experts from the participating countries to create a high-level gap analysis that addresses the common challenges faced by the countries in the same skills.
- It is crucial for Experts to engage proactively in the exercise of sharing the national standards and mapping in order for the Chief Experts to collaborate and create content of the workshops based on the actual needs.

### Understanding skills competition to improve skills training

- Introduction of official documents of WorldSkills Africa Competition.
- Chief Experts will provide guidance on various elements related to participating in a skill competition – e.g. Technical Description, Test Project, Assessment, Infrastructure, Health, Safety, and Environment, and Skill Management.
- Chief Experts will share best practices of preparing Competitors to compete in their chosen skills and how to apply the learning of a skills competition to improving skills training in the institutions.
- As the final phase of the programme, which is the participation in WSAL2025, the Experts will join a face-to-face workshop for a hands-on assessment training in Livingstone during the preparation days of the Competition in April 2025.

### Using practical resources beyond WSAL2025

WSI will provide a set of practical resources – e.g. documentation, practical tips for training techniques, short videos, and recommendations for the Experts to utilize after the programme. These resources can also be shared with other organizations for non-commercial purposes based on the agreement with WSI.

## Programme format and structure

The workshops for the programme will be online with a face-to-face session that will take place in Livingstone just right before the start of the Competition.

### Plenary sessions

The plenary sessions will be led by the Skill Advisor appointed by WSI to cover the fundamental elements of WorldSkills Occupational Standards, key components in the official documents of WorldSkills Africa Competition, and Assessment.

### Skill-specific sessions

The skill-specific sessions will be led by each Chief Expert responsible for their respective skill approximately every two weeks to cover the detailed elements of their skill. This includes explanation of their specific WSOS, conducting mapping exercise with the Experts to identify the common gaps/challenges, and providing practical training in preparation of WSAL2025.

## Eligibility and registration

### Member of WorldSkills Africa

#### What is a Member?

A Member represents the ministry in charge of TVET or an organization endorsed by the ministry in charge of TVET to represent their country. There is only one WorldSkills Africa Member per country. You can apply for WorldSkills Africa membership by emailing [contact@worldskillsafrica.org](mailto:contact@worldskillsafrica.org).

#### How to register trainers as Experts?

Members can register one Expert per skill to join the programme by following [this link and selecting Capacity Building Programme for WSAL2025](#) by 31 August 2024. Please refer to the list of skills that will be hosted by WSAL2025.

An invoice will be sent to the main contact person of the Member after the registration deadline for payment of the registration fee. The registration fee is USD 200 per Expert per skill. This registration fee will offset the total cost of the accreditation packages booked for the Experts to participate in WSAL2025. The payment deadline for the registration fee is 31 October 2024. The fee is non-refundable if a country decides to withdraw from participating in WSAL2025.

The registered Experts will accompany their Competitors to compete in WSAL2025 in April 2025.

#### What is an accreditation package?

A package is mandatory for Members and non-Members to purchase for their Experts, Competitors, and other delegates who will need to be accredited to participate in WorldSkills Africa Livingstone 2025. A package includes accommodation, transportation, and various services and access related to the type of participants and their duration of stay. The packages details will be shared with the participating countries in due course.

### Non-Member of WorldSkills Africa

#### How does a non-Member register their trainers as Experts for the programme?

For a non-Member of WorldSkills Africa, the ministry in charge of TVET or the organization endorsed by the ministry in charge of TVET to represent their country can register a maximum of three Experts in three skills (one Expert per skill) to join the programme by following [this link and selecting Capacity Building Programme for WSAL2025](#) by 31 August 2024. Please refer to the list of skills that will be hosted by WSAL2025.

An invoice will be sent to the main contact person after the registration deadline for payment of the registration fee. The registration fee is USD 200 per Expert per skill. This registration fee will offset the total cost of the accreditation packages booked for the Experts to participate in WSAL2025. The payment deadline for the registration fee is 31 October 2024. The fee is non-refundable if a country decides to withdraw from participating in WSAL2025.

#### How can a non-Member participate in WSAL2025?

As a non-Member of WorldSkills Africa, the Experts can accompany their Competitors to compete in a maximum of three skills as a guest. This means, there won't be official assessment for medal ranking. The assessment results will be shared with the Experts and Competitors for learning purposes.

## Skills

- Information Network Cabling
- Mechanical Engineering CAD
- Welding
- Wall and Floor Tiling
- Plumbing and Heating
- Electrical Installations
- Bricklaying
- Joinery
- Carpentry
- Mechatronics
- Hairdressing
- Beauty Therapy
- Fashion Technology
- Automobile Technology
- Cooking
- Restaurant Service
- Concrete Construction Work
- Water Technology
- Hotel Reception
- Digital Construction

**More skills could be added – additional information will be provided as soon as it is available.**

## Roles and responsibilities

**Experts** are the TVET trainers registered by their countries to join the capacity building programme and accompany their Competitors to compete in WSAL2025.

- Proactively engage in sharing existing standards/practices in their countries.
- Work with Chief Experts on standards mapping to help identify the common challenges/gaps.
- Attend all online plenary and skill-specific sessions.
- Complete exercises and assignments from the programme.
- Attend WSAL2025 in person.
- Provide feedback to WSI and WSI Experts on the experience and ways to improve the programme.
- Integrate their learning from the programme into their skills training for TVET students.

**Chief Experts** will lead online skill-specific sessions and their skill competitions as the Chief Experts.

- Lead the online skill-specific sessions every two weeks from 15 November 2024 to 31 March 2025. Each online session is one to one and a half hours depending on the topic and demand.
- Collaborate with Experts from the participating countries on a high-level analysis of occupational standards and find common challenges/gaps.
- Curate the content of skill-specific sessions based on the analysis and share global best practices relevant to the common challenges.
- Provide guidance on key elements of a skill competition such as skill-specific rules, Test Projects, Technical Descriptions, and Assessment.
- Provide feedback and join monthly check-in sessions with WSI.
- Work with WSZM team on preparing and managing the skill competition in April 2025.
- Attend WSAL2025 in person.
- Develop practical resources for the participating Experts to use during and after the programme.

**Skill Advisor** will lead online plenary sessions on WSOS and Competition preparation.

- Work with WSI on preparation session for Chief Experts in October 2024.
- Curate and deliver the content for online plenary sessions.
- Support the alignment of principles and quality of the sessions delivered by the Chief Experts
- Provide feedback and join monthly online check-in sessions with WSI.

- Attend WSAL2025 in person.
- Deliver in-person Assessment training during WSAL2025.
- Support post-programme resource development.

## Timeline

**1-15 October 2024:** preparation of programme kick-off

**1 November 2024:** programme kick-off with registered Experts and introduction of WSOS #1

**15 November 2024:** plenary session on introduction of WSOS #2

**15-November-15 December 2024:** collaboration between WSI Experts and Experts on WSOS mapping

**6 January 2025:** plenary session on WSOS recap

**Calendar week 3:** skill-specific session on WSOS mapping and gap analysis (date to be determined)

**Calendar week 5:** skill-specific session (date to be determined)

**3 February 2025:** plenary session on Competition preparation

**Calendar week 7:** skill-specific session (date to be determined)

**Calendar week 9:** skill-specific session (date to be determined)

**3 March 2025:** plenary session on Competition preparation

**Calendar week 11:** skill-specific session (date to be determined)

**Calendar week 13:** skill-specific session (date to be determined)

**4 April 2025:** face-to-face workshop on Assessment in Livingstone

**7-12 April 2025:** duration of WSAL2025