



Annual Report

2024



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President's Message



WorldSkills: a collective force for good.

The year 2024 was very special for me, as it was the year that the members of WorldSkills did me the immense honour of electing me as President of WorldSkills. Taking on this new role fills me with pride and humility in equal measures.

For many years, I have been an advisor to Belgian ministers and have worked with the private sector. After 15 years of experience as CEO of WorldSkills Belgium, I continue to see every day a little more of the strength, but also the enormous potential of the WorldSkills brand for Technical and Vocational Education and Training and its impact on the economy. It is the unified strength of our Members and their vision that have created a global stage for skills.

I recognize that I follow in the footsteps of great people who have built and led this movement over seven decades. My deep gratitude goes to our outgoing President Chris Humphries who, for the last four years, guided us through some unprecedented global events when he helped reimagine the way we deliver skills development.

As we begin to develop our Vision 2035, I am excited about what lies ahead for the WorldSkills movement. On every page, I see the passion and energy of Members, Competitors, Experts and Partners.

I see people who champion Technical and Vocational Education and Training (TVET) not as a second choice, but as a first-rate path to success. It is proof that we are more than just an organization. We are a collective force working for the prosperity of countries, but above all for people, especially young people. In this way, we contribute to their dignity, which is essential for building peace.

Indeed, globally we are facing overwhelming challenges like climate breakdown, digitalization, a transformed labour market, conflict, polarization, and economic uncertainty. Change is rapid and not always within our control.

Which is why WorldSkills has never mattered more. Through the strength of our community and the security that skills offer, we are uniquely placed to nurture capable, resilient, and purposedriven individuals who can thrive in their communities and industries. Yet we must stay relevant, we must be ready to adapt, and we must continue to cooperate.

This report is a testament to what we can achieve when we all unite around the power of skills. Read it and be inspired.

Francis Hourant
President of WorldSkills

Interview with our CEO



Asking David Hoey, CEO of WorldSkills International about Lyon, launches, and lasting memories.

So we have to start with WorldSkills Lyon 2024?

What did it feel like for you?

It was a bit like coming home. The pandemic forced us to rethink the 46th WorldSkills Competition so it had been five years since we had all met in one place to create the flagship event that is the pinnacle of global skills development. Walking into Eurexpo brought back all the magic of a single-site Competition. There is really nothing quite like it. As the exhibition halls filled up with Experts, Competitors, Members, Partners, and then of course visitors, it felt like we had never been away. I love seeing our young Competitors apply every ounce of their energy and determination to show the world their skills excellence. And I relish the thought of all the ideas and knowledge that are then taken back to our 89 Member countries and regions. The Competition and the Conference are hard work for everyone involved but the value is immense.

Outside of WorldSkills Lyon 2024, what stood out the most for you this year?

Two events this year stand out for me this year. The first, in February, was the launch of WorldSkills Africa by the African Union. The launch sent a clear signal to the world that Africa's influence on the global stage of skills is on the rise. This groundswell of support is only going to grow, and the world needs to pay attention. The second was WorldSkills Conference 2024 which

convened 1,200 Ministers, government partners, educators, industry, and thought leaders all focused the development of skills. It was our biggest Conference yet with our most ambitious aim of elevating TVET further up the global agenda. The unanimous support for skills in the room was palpable but, for me, the significance of the Conference was the insights and connections that each participant could take away with them to increase the impact of their own work.

What are you most proud of?

When I get asked this question, I always say that I am most proud of our Members. Our Members are the life blood of our skills movement. This year we welcomed WorldSkills Democratic Republic of the Congo, WorldSkills Ethiopia, and WorldSkills Nigeria bringing our membership up to 89. But it is not just about size or reach of course. It is about ensuring there is diversity of experience and ideas within our community. Having this richness of perspectives is what makes WorldSkills strong. It makes us better equipped to solve problems and uniquely placed to adapt to the changing shape of our world.

What reflections do you have about the work done in fulfilling Vision 2025?

When Vision 2025 was launched in 2016, we knew our ambitions were bold - but so was the need to elevate our role within the global TVET community. Since then,

we've made significant strides: from forging partnerships with the leaders of global skills development policy to welcoming high-level Ministers to the WorldSkills Conference, and the strong engagement our Members have with their national leaders reflects the growing recognition of our brand. Now, we must build on this momentum and take our mission even further to ensure skills are viewed as the building blocks to equitable and thriving communities.

With that in mind, what do you think lies ahead for WorldSkills in 2025?

In 2025, WorldSkills is 75 years old. This important milestone must be celebrated and everyone in our community – past and present – should be recognized for their incredible contribution to skills excellence. The anniversary also gives us the perfect opportunity to chart a new course for the future. Vision 2035 is going to be vital to help us all move forward, with confidence and in unison. Vision 2035 will define our priorities for the next decade. Our approach must be bold, with a clear focus on impact, excellence, and long-term sustainability. Skills development is essential to achieving the United Nations Sustainable Development Goals, yet skills education continues to lack the visibility, investment, and recognition it deserves. The time has come to elevate TVET to the top of the global agenda - positioning it as a driving force for progress and establishing WorldSkills as the champions of skills development worldwide.





WorldSkills Community

Making our mark on the world.

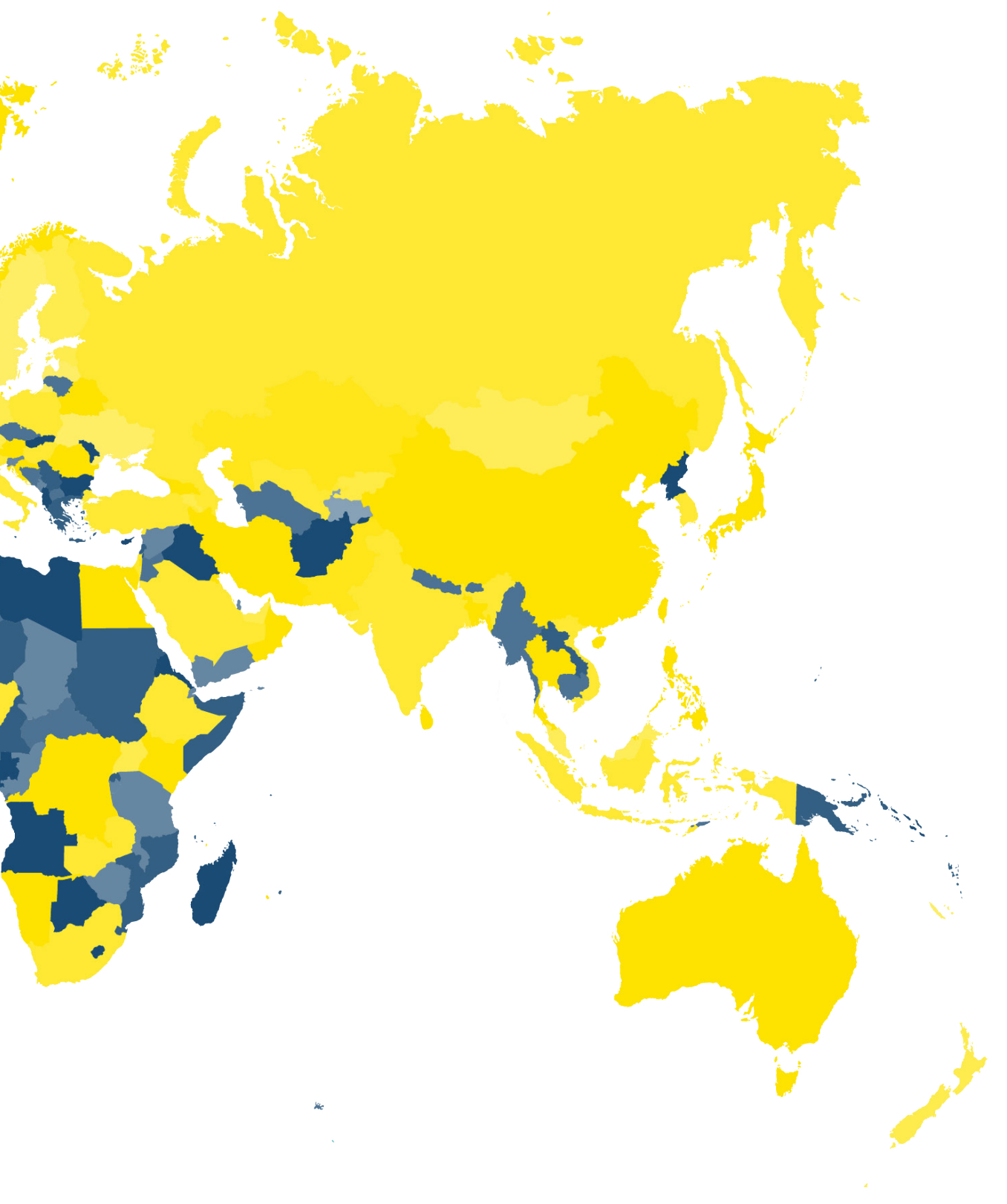
The WorldSkills movement draws its strength from its people: the Members who champion skills development locally, the Experts who share their knowledge and guide future generations, the Global Partners who bring critical resources and innovation, and of course the Competitors whose passion and excellence inspire us

all. Together, they embody the core belief that skills have the power to change lives and build stronger communities.

This year was particularly special for the community when WorldSkills Members met in Lyon to take part in the 47th WorldSkills Competition. This milestone event was a celebration of innovation,

collaboration, and the transformative power of skills. As over 1,300 young people took to the global stage of skills the WorldSkills community united around a shared vision of skills excellence.

In 2024, WorldSkills also welcomed new Members: WorldSkills Ethiopia, WorldSkills Nigeria, and WorldSkills



Democratic Republic of the Congo, increasing the WorldSkills community to an incredible 89 countries and regions. Their contributions, and the contributions of all our Members, enhance global efforts to elevate the importance of Technical and Vocational Education and Training (TVET) as a way to create economic opportunities and drive social progress.

With new Members comes diversity, arguably WorldSkills greatest asset. Every new voice, perspective, and experience strengthens its vision and increases its impact. The achievements of 2024 are a continued reminder that progress is only possible through growth and collaboration across the WorldSkills community.

89

Countries and regions, including new Members WorldSkills Ethiopia, WorldSkills Nigeria, and WorldSkills Democratic Republic of the Congo.



WorldSkills Lyon 2024

The world's largest skills competition.

When the 47th WorldSkills Competition was named a "Grande Cause Nationale" by France, alongside the Olympic and Paralympic Games Paris 2024, it signaled the start of an unprecedented year for the country. Bringing the world's largest skills competition to Lyon was no small undertaking. Preparations had been underway since WorldSkills France was confirmed as hosts back in 2019.





The year began with the all-important Competition Preparation Week, where Skill Management Teams finalized workshop layouts across Eurexpo Lyon's vast 140,000 m² of space. March saw the unveiling of the Competition medals – their distinctive hexagonal design celebrating both Lyon's famous Place Bellecour in the heart of the city, and the six skill sectors in the Competition. In April it was announced that this would be the first ever WorldSkills Competition to assess sustainable practices across every skill – a huge stride forward in the Event's sustainability strategy.

In the run-up to this extraordinary international event, WorldSkills Members took part in One School One Country (OSOC), a cultural exchange programme connecting 52 local schools with international teams to learn about different cultures and skills.

Then the moment arrived. The first single-site WorldSkills Competition in five years. President Emmanuel Macron officially launched WorldSkills Lyon 2024 at the Opening Ceremony on 10 September at the LDLC Arena. Centred around the inspiring Parade of Nations, over 1,300 Competitors filled the arena waving

thousands of flags to the cheers and applause of the gathered crowd.

The WorldSkills Champions Trust played a pivotal role throughout the Event. During the Opening Ceremony, Shweta Ratanpura, WorldSkills Champions Trust representative for Asia, shared the stage with WorldSkills President Chris Humphries. She said, "I ask you to make a commitment right now to pay it forward. Take all the advantages you've been given and make the WorldSkills movement even stronger. Make your mark and pursue excellence in all you do."

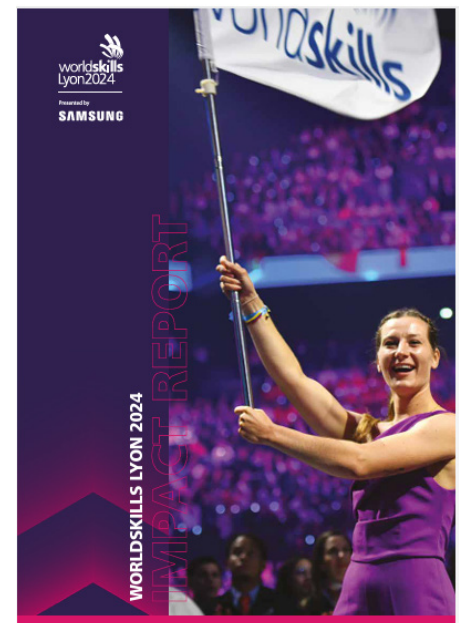
For the next four days, 1,300 dedicated Experts ensured world-class standards across the Competition. The six days of the Event were covered by over 900 media representatives from 44 countries generating 30,000 photos and over 2,000 pieces of coverage.

Almost 140,000 visitors, including 61,000 students, got to see skills excellence up close and test their own skills at 51 Try-a-Skills stations hosted by Global Partners, Event Sponsors, and local colleges. Long-standing supporter of skills, Samsung marked its 17th year as a Global Partner and sixth as Overall Event Presenter.

Speaking at the opening of its interactive booth, Chan-Shik Won, Secretary General of Samsung Skills, said, "The WorldSkills team has an ambitious goal, and we wholeheartedly embrace their vision."

Running alongside the Competition from 11 to 12 September, WorldSkills Conference 2024 elevated the importance of Technical and Vocational Education and Training. It brought government ministers and international leaders in business together with youth, educators, and researchers to discuss the importance of investing in skills and skilled young people.

All eyes were of course on the spectacular Closing Ceremony at OL Stadium – a venue known for historic sports finals and world-class entertainment – provided a fitting stage for celebrating skills excellence. During the evening, more than 750 medals were handed out across 59 skill competitions. Junwei Lu and Huixuan Xie from WorldSkills China received the prestigious Albert Vidal Award for their mastery of Industry 4.0, achieving the highest overall score at WorldSkills Lyon 2024. In a dazzling finale, representatives from WorldSkills China accepted the WorldSkills flag, marking the journey ahead to WorldSkills Shanghai 2026.



WorldSkills Lyon 2024 Impact Report at www.worldskills.org/about/#final-reports

“

Hosting WorldSkills Lyon
2024 was a sign given to the
youth of the whole world,
so that they always dare
and look to the future with
confidence and hope.

”

Emmanuel Macron
President of the French Republic




 A large audience is seated in a vast hall, facing a stage. The stage features a large screen displaying a portrait of Georgie Ndirangu, with the text 'GEORGIE NDIRANGU' and 'MODERATOR' below it. The screen also shows the 'WorldSkills Conference' logo. The stage is decorated with glowing cube-shaped light fixtures. The audience is diverse and appears engaged.

WorldSkills Conference 2024

Elevating TVET to the top of the global agenda.

“The systems that created our current problems will not be the same systems that solve them.”

Yousra Assali
WorldSkills Champions Trust

“We must think differently about the future,” said Yousra Assali, WorldSkills Champions Trust representative for Middle East & North Africa, to a packed auditorium at the close of WorldSkills Conference 2024 in Lyon. “The systems that created our current problems will not be the same systems that solve them.”

Yousra’s words captured the spirit of transformation that defined the Conference, where 1,200 delegates gathered from 11 to 12 September to elevate Technical and Vocational Education and Training (TVET) to the top of the global agenda.

French Ministers Catherine Vautrin, Minister for Labour, Health, and Solidarity, and Nicole Belloubet, Minister for National Education and Youth, opened proceedings, along with Chris Humphries, President of WorldSkills. Chris said, “Too often, skills development has not had adequate recognition. We are on a mission to change that.”

His words set the tone for two days of intensive conversation, where global leaders, from organizations including the African Union to the OECD and UNESCO-UNEVOC tackled pressing challenges in gender equity, climate action, and artificial intelligence.

Discussions explored TVET’s crucial role in leading the green transition and addressing skills needs in fragile economies affected by displacement and conflict. As Fabio Jiménez from the International Organization for Migration emphasized, “We address issues in countries facing emergencies and recovering from crises through collaboration... using previous learnings from displaced migrant populations.”

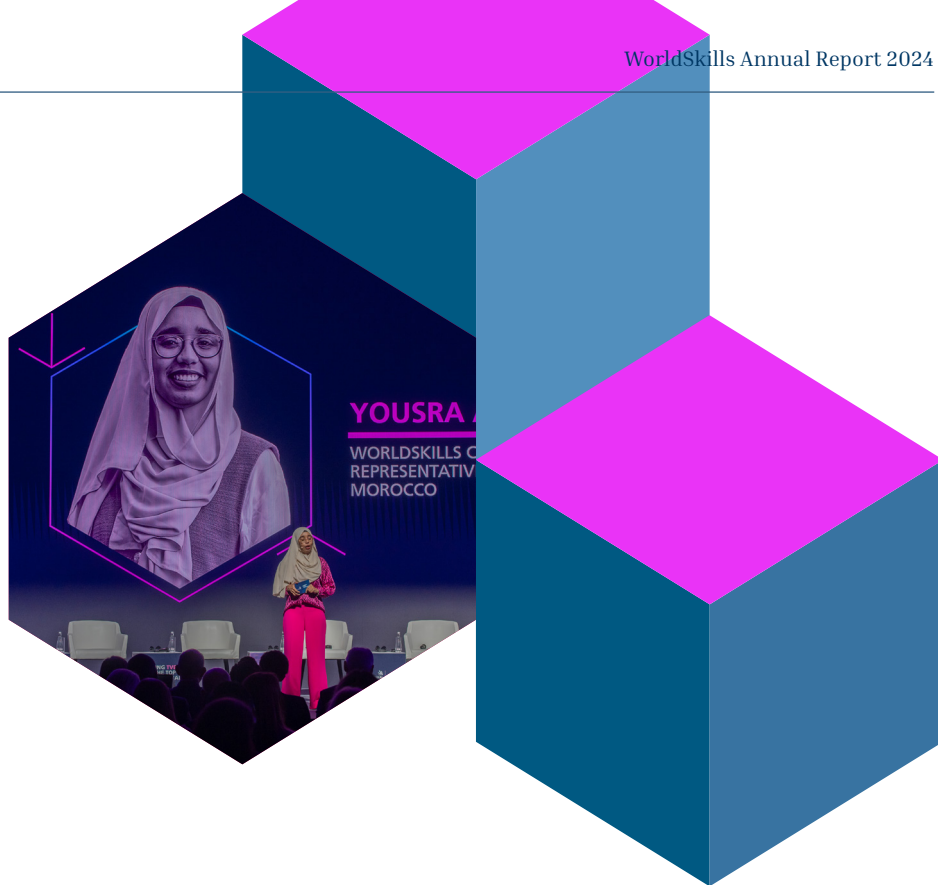
Gender equity emerged as a central theme, particularly in STEM fields. El Iza Mohamedou, Head of Centre for Skills at the OECD, stated, “Building gender equity in skills goes far beyond attracting more women into the workplace.

It is also about inclusion and ensuring underrepresented genders have a voice in decision-making.”

Across the Conference sessions, the intersection of technology and learning emerged as a central theme. Speaking in the session “Can education catch up? AI and the future of work,” Mike Haley, Senior Vice President Research at Autodesk, emphasized this shift. He said, “AI is going to fundamentally change the nature of the tools we use in the world,” describing a future where software scaffolds learning.

Fellow panelist Shweta Ratanpura, WorldSkills Champions Trust representative for Asia, advocated for young people. She said, “Young people are brilliant at adapting to tech. It keeps changing every year with new software and people are quick at picking it up. But it is not the case that we need to add a lot of things, it is more that we need to focus on the right things.”

Meanwhile, Singapore’s Second Minister for Education, Mohamad Maliki Osman, offered a different perspective on this digital transformation. He shared, “We must value students for their contribution and create a system that can respond to changes in the world today,” reminding delegates that foundational skills remain crucial.



The Conference’s commitment to evidence-based approaches was highlighted through the WorldSkills Global Research Council’s presentation on systemic impact of WorldSkills. Neil Bentley-Gockman, Chair of the Council, outlined their mission to monitor workplace changes, contribute to policy making, and research the impact of WorldSkills. This data-driven focus was further reinforced by OECD’s presentation of PISA-VET, which will introduce innovative assessment methods, including interactive simulations and live performance evaluations.

Young voices were prioritized throughout the Conference, with dedicated spaces for emerging leaders to share their perspectives. The Youth Forum brought together changemakers to discuss urgent challenges facing their generation in skills development.

Perhaps nowhere was the balance between youth, innovation, and excellence more evident than in the BeChangeMaker 2024 finale. From a field of 715 teams across 83 countries, Nigerian entrepreneurs Ochong Johnson Aduma and Nino Chibuzor Nwachukwu emerged victorious with their Software as a Service platform (SaaS), Sekofia, that connects patients to healthcare providers and insurance companies to dramatically improve the efficiency of healthcare delivery across Africa.

As CEO of WorldSkills International David Hoey closed the Conference, he called on delegates to promote the value of TVET at every opportunity. He said, “Whether you find yourself at the UN Summit of the Future or delivering grassroots programmes, we need you to raise this topic at every level. Continue to seek out opportunities to expand your work, find new collaborators, and work every day to elevate skills.”



WorldSkills General Assembly 2024

New leaders, new Competition Host, new Members.

WorldSkills General Assembly 2024 was an historic meeting. Outgoing President, Chris Humphries, led two significant votes – the election of new leadership and the selection of the host of WorldSkills Competition 2028.

Francis Hourant, CEO of WorldSkills Belgium for 15 years, was voted by Members as the new President of WorldSkills. Under his leadership, Belgium's national competition has grown from 200 Competitors in 19 skills to almost 900 Competitors in 32 skills. His work supporting skills development in Africa also helped establish new Members, including WorldSkills Democratic Republic of the Congo.

Setting out his vision, Francis said, "When the name WorldSkills is mentioned, everyone should know we are talking about excellence in skills."

Brigitte Collins from WorldSkills Australia joins as a Board member responsible for Competitions Committee leadership. Strategic Development Committee leadership also gained new strength through the appointment of Alejandro Weinstein from WorldSkills Chile and Ray English from WorldSkills Ireland.

Members also selected the Host of the 49th WorldSkills Competition. WorldSkills Japan captured imaginations – and votes – with an energetic and uncontested bid.

It promised a "compact and impactful" event with plans to draw 300,000 visitors to the Sky Expo in the city of Aichi, which boasts direct links to national and international transport hubs.

Prime Minister Fumio Kishida personally endorsed the bid through video, emphasizing Japan's commitment to addressing global challenges through skills development. He said, "Today we face many challenges such as the promotion of digitalization and the promotion of Sustainable Development Goals to sustain the global economy and industry. I am convinced the excellent skills of people will play a driving role to overcome such issues. The government of Japan is ready to support the WorldSkills Competition."

The annual gathering gained additional significance as WorldSkills welcomed three new Members from Africa, with WorldSkills Nigeria, WorldSkills Democratic Republic of the Congo, and WorldSkills Ethiopia joining the global community.



Addressing WorldSkills Members, Dr Ahmed Bolaji Nagode, Chair of the Committee of the Sector Skills Council in Nigeria, said, “We have an opportunity to develop a demand-led Technical and Vocational Education and Training (TVET) system and rebrand skills as an attractive career. WorldSkills fits in by elevating skills training to global standards, strengthening stakeholder collaborations, enhancing the quality of skills delivery, building capacity among trainers and institutions, and promoting skills and changing perceptions.”

The three new Members used their visit to Lyon to gain valuable insights into WorldSkills Competitions and to learn more about WorldSkills Occupational Standards. They took these insights back to their own countries as they planned their own national initiatives and further development of WorldSkills Africa.

Once again, the WorldSkills General Assembly provided Members with an opportunity to galvanize around the impactful work of the organization and leave with renewed purpose to advance their mission through WorldSkills Shanghai 2026, WorldSkills Aichi 2028, and beyond.

The WorldSkills Archive was launched at GA2024.

The WorldSkills Archive collects, preserves, and provides access to the historical records of WorldSkills International.

Our collection includes a wide variety of historical papers, images, and artifacts that document the history and development of the International VET Competitions and WorldSkills International, as well as the contributions and achievements of individuals and entities associated with the organization from the 1950's to the present.

Visit www.worldskillsarchive.org





WorldSkills Shanghai 2026

Let the countdown begin.

The journey to Shanghai officially began with the ceremonial handover of the WorldSkills flag at the Closing Ceremony of WorldSkills Lyon 2024, followed by a spectacular display of Chinese music, dance, and culture. The city will host the 48th WorldSkills Competition after WorldSkills Shanghai 2022 was postponed due to the COVID-19 pandemic.

The hosts, WorldSkills China, have embraced this second opportunity with renewed vigour and preparations gained significant momentum this year. In May, representatives from WorldSkills International convened at the Shanghai Employment Promotion Centre to meet the WorldSkills Shanghai 2026 Competition Organizer and progress plans for the Event.

The visit coincided with a meeting of the Strategic Development Committee, where 60 delegates were welcomed to the city by WorldSkills China, the Chinese Ministry of Human Resources and Social Security, and the Municipal City of Shanghai.

It was their first taste of Chinese hospitality for many of the Members and helped create excitement for WorldSkills Shanghai 2026.

During the visit, WorldSkills China held a reception at the newly launched WorldSkills Museum on the banks of the Huangpu River. The world's only permanent exhibition dedicated to skills will play a prominent feature in the lead

up to the Competition and was a key commitment of WorldSkills China when they were announced as hosts in 2017.

Of course, it was at WorldSkills Lyon 2024 that anticipation really began, as the hosts used the 47th WorldSkills Competition to develop their own plans further. It presented the perfect opportunity to meet and talk with Members, Experts, and Competitors and to observe the skill competitions in action.

Then at the Closing Ceremony at the OL Stadium in Lyon, representatives from WorldSkills Shanghai 2026 and WorldSkills China including the Minister of Human Resources and Social Security (Chair of WorldSkills China), the Mayor of Shanghai, and the Vice Mayor of Shanghai received the WorldSkills flag from the French

Minister of Labour, Health, and Solidarity, the Vice-President of the Métropole de Lyon, and the President of WorldSkills France. WorldSkills Champions from France and China were there too to represent all WorldSkills Champions.

WorldSkills China is now poised to build upon its original vision, ensuring Shanghai is an inspiring stage for the world's largest skills competition. David Hoey, CEO of WorldSkills International, said, "Our Competitions are known across the world for setting the benchmark for skills excellence. Our planning with WorldSkills Shanghai 2026 is well underway, underpinned with excitement and confidence about the quality of the event that is to come".

The countdown has begun!





WorldSkills

Impact Measurement and Management

Measuring what matters.

Significant strides were made in 2024 in capturing and articulating the impact of the WorldSkills movement. Working closely with Members, Experts, Champions, and Global Partners, and independent impact consultant Melek de Wint, WorldSkills International developed a new Impact Measurement and Management (IMM) Guide and Toolkit to give Members a common framework for measuring the impact of WorldSkills Competitions.

The 47th WorldSkills Competition presented the perfect opportunity to put the framework to the test and conduct the first impact measurement on the Competition.

The results have helped quantify and qualify outcomes and impact from WorldSkills Lyon 2024:

WorldSkills Lyon 2024 reached approximately 146,966 people. This number includes Competitors, Experts, Member representatives, Global Partner and Event Sponsor representatives, visitors, and volunteers who were in Lyon. Hundreds of thousands more students and young professionals were involved in the local and national competitions trying to secure a place at the 47th WorldSkills Competition.

Overall WorldSkills Lyon 2024 generated just over €100 million of social value, which refers to the broader positive impact

that the event created for individuals, communities, and society as a whole. The majority of the total social value for WorldSkills Lyon 2024 was generated by the outcomes experienced by Competitors (59%), followed by Experts (26%), and visitors (14%). Smaller shares came from volunteers and staff of Members.

The social value generated for the Competitors is linked to improved wellbeing from potential earning premium of Competition training, achieving a vocational training qualification, transitioning from unemployment to employment, and an increased sense of confidence. This social value also captures benefits such as income uplift, greater

cultural understanding and awareness, and the development of skills that are essential for employability.

Looking more deeply into the driver for this social impact, the results showed that nine out of ten WorldSkills Champions left the Competition more confident in their skills. In addition:

- 51% received job offers, and 52% have started a new job
- 31% have secured internships or apprenticeships
- 15% have started their own business or freelance venture
- 88% experienced a surge in personal accomplishment
- 74% felt recognized for their achievements
- 77% said they are ready and willing to become advocates for their skills

The impact extended beyond Competitors. WorldSkills Experts found themselves enriched professionally, with 91% expanding their networks and 76% saying they had an improved understanding of new technologies and training methods. One in seven (71%) experienced an increased sense of belonging to a community of like-minded peers and professionals.

Nearly all Members reported increased skills, knowledge, and motivation within their teams. Furthermore, eight out of ten were able to identify potential partnerships. The Competition's credibility translated directly into support, with six out of ten Members gaining funding commitments from government sources.

Global Partners and Event Sponsors discovered tangible business value in their participation. All of them confirmed that the Competition helped showcase their

products and expertise, while seven in ten leveraged the event to increase their global reach. Nearly half identified new talent that meets industry needs during WorldSkills Lyon 2024, addressing a critical need in today's competitive market.

David Hoey, CEO of WorldSkills International, urged Members and Partners to use this data to unlock new support and funding as well as identify learning opportunities based on the results, saying, "It is increasingly important for our community to be able to demonstrate a return on their investment of time, money, and expertise. Thanks to the impact measurement for WorldSkills Lyon 2024, we have proof that young people, communities, and industries are changed for the better through WorldSkills."

He concluded, "While it may be our first, our hope is that the IMM framework will be used and expanded to evaluate all WorldSkills initiatives going forward. Putting standardized

measurement methods in the hands of our Members will make us better equipped to demonstrate the value of our work and share our impact with our most important stakeholders."

With the IMM framework established for the WorldSkills Competitions as a starting point, WorldSkills is better positioned than ever to strengthen Technical and Vocational Education and Training (TVET) globally through data-driven insights.

"Thanks to the impact measurement for WorldSkills Lyon 2024, we have proof that young people, communities, and industries are changed for the better through WorldSkills."

David Hoey, CEO of WorldSkills



“Once you’re in the WorldSkills Champions Trust, you’re in for life. I can confidently say WorldSkills made me the woman I am today. It has pushed me to grow both personally and professionally.”

Shae White, WorldSkills Champions Trust representative for the Americas

WorldSkills Champions Trust

The ultimate skills influencers.

Speaking in front of world leaders.
Advocating for mental health.
Championing the rights of women and girls. Inspiring the next generation.

The WorldSkills Champions Trust representatives made 2024 a landmark year for youth advocacy. As both global ambassadors and local changemakers, they shaped critical conversations while attracting young people to skills.

Their year began with a powerful statement on International Women’s Day, as Shweta Ratanpura, Justina Ashiyana, and Yousra Assali led an Instagram Live discussion challenging gender barriers in Technical and Vocational Education and Training (TVET). Drawing on their personal stories, they discussed issues like workplace security and the pressure of

proving themselves in male-dominated fields. Shweta reminded audiences that “inclusion, in its true sense, is letting women be.”

Their advocacy continued on World Youth Skills Day 2024, where representatives played a key role in UNESCO-UNEVOC’s hybrid event in collaboration with WorldSkills, focusing on “Youth Skills for Peace and Development”. Gathering at UNESCO-UNEVOC headquarters in Bonn, Germany, WorldSkills Champions Trust representatives shared insights on how young people worldwide are addressing evolving global challenges and the vital connection between skills development and building stronger global communities.

WorldSkills Lyon 2024 proved to be a defining moment for the WorldSkills



Champions Trust. Before the Competition officially opened, they each guided journalists on exclusive media tours, offering behind-the-scenes insights into the workshops and skill sectors.

At the Opening Ceremony on 10 September, Shweta Ratanpura, WorldSkills Champions Trust representative for Asia, took to the stage at the iconic LDLC Arena alongside the President of WorldSkills, Chris Humphries, to co-deliver a rousing welcome speech. Addressing a crowd of over 12,000 people, she encouraged the young Champions to “make your mark and pursue excellence in all you do.”

WorldSkills Conference 2024 saw representatives shape discussions on Artificial Intelligence (AI), foundational skills, and youth engagement.



Yusra Assali, WorldSkills Champions Trust representative for Middle East & North Africa, closed the Conference with an impassioned speech that captured the voices of the gathered young people. She urged delegates to “see the world with the optimism of those who want to dream big, who want to build a bold future.”

Outside of the Event, the WorldSkills Champions Trust brought their views to high-level policy discussions with organizations such as the OECD. In Portugal, representatives contributed valuable insights to the OECD Youth Policy Toolkit launch, with Dan McCabe noting, “To have policymakers asking us what is important for young people was really great. I felt privileged to be part of the conversation and to represent young people who are often under-represented.”

As the year drew to a close, the outgoing representatives reflected on how the experience has transformed them. Shae White, WorldSkills Champions Trust representative for the Americas, shared, “Once you’re in the WorldSkills Champions Trust, you’re in for life. I can confidently say WorldSkills made me the woman I am today. It has pushed me to grow both personally and professionally.”

Her words capture the spirit of this remarkable group of youth advocates who will continue to shape the future of skills excellence long after their term comes to an end. Their legacy continues through the next generation of WorldSkills Champions Trust representatives, who will carry forward their mission to elevate skills on the global stage.

WorldSkills Champions Trust 2023-2024:

- Justina Ashiyana, Namibia, Joinery
- Yusra Assali, Morocco, Electronics
- Rachel Crawford, Australia, Bakery
- Sonya Hill, Jamaica, Mobile Robotics
- Melkon Hovhannisyan, Armenia, Web Technologies
- Cloé Lemaréchal, France, Fashion Technology
- Dan McCabe, United Kingdom, 3D Digital Game Art
- Mihle Mvelakubi, South Africa, Bricklaying
- Shweta Ratanpura, India, Graphic Design Technology
- João Teixeira, Portugal, Mechanical Engineering CAD
- Shae White, Barbados, Cooking

WorldSkills Museum

The heritage of skills meets the digital future.

In just one year, the WorldSkills Museum has become a global catalyst for skills development. In its first year since its opening in November 2023, it has welcomed on average 40,000 visitors per month – many of them schoolchildren. These visitors have marveled at historic artifacts alongside immersive technology, all of which bring to life the story of skills.

In May, a special delegation of WorldSkills Members and Global Partners explored the Museum's growing collection of over 800 artifacts. Many found themselves moved by discovering their own contributions to the collection.

Cathy Wang, CEO of Vcom, shared, “Despite this being my third visit, I always discover something new. The Museum offers visitors a unique experience, making the rich history of vocational skills accessible and engaging through interactive exhibits and cutting-edge technology. It helps visitors appreciate the evolution of skills and understand the importance of vocational training in today’s job market.”

Maria Ekroth, CEO of Skills Finland, said, “For young people, the Museum will change how they think about TVET education. For Members, it makes them respect the past but also look to the future.” Her words came as she discovered medals from WorldSkills Helsinki 2005, alongside Finnish technical innovations that have shaped modern industry.

During the year, WorldSkills International unveiled two significant advances: a website that brings its collections to worldwide audiences, and a digital archive preserving seven decades of skills heritage.

Mark Callaghan, Director of Event Operations at WorldSkills International, said, “Since the WorldSkills Museum opened, it has attracted record numbers of visitors. But it has always been our vision to make the Museum accessible to anyone interested in learning more about skills and the WorldSkills movement.”

He continued, “Not everyone can travel to Shanghai so the website gives everyone a chance to experience the wonders of the WorldSkills Museum for themselves and discover how skills really can change their world.”

Building on this momentum, WorldSkills also launched its digital archive to preserve and share the movement’s rich history. WorldSkills Members and Partners can visit and view the hundreds of treasures and artifacts from anywhere in the world.



The Museum has become the scene for dynamic exhibitions and events in Shanghai. In February, the Spring Festival Skills Carnival celebrated the Lunar New Year by transforming the WorldSkills Museum in the Wing On Warehouse into a vibrant workshop where families engaged with heritage skills and emerging technologies.

Special programmes marking International Women’s Day, International Museum Day, and World Youth Skills Day connected the Museum to discussions on wider social progress. From May to July, a temporary exhibition titled “Turning Clay into Gold” celebrated the artistry and craftsmanship of ceramics, showing the complete production process from raw materials to finished pieces across different cultures and time periods.

This busy and successful year came to a head in November with the opening of an ambitious 480 m² showcase of highlights from WorldSkills Lyon 2024. Speaking at the event, David Hoey, CEO of WorldSkills International, said, “As we prepare for what promises to be a spectacular WorldSkills Competition in 2026, it is certain that the WorldSkills Museum will play an important part in amplifying skills excellence.”

From its home in the historic Wing On Warehouse to its new digital platforms, the WorldSkills Museum is proving itself to be both a keeper of craft heritage and a beacon of future innovation, inspiring new generations to embrace skills excellence.

www.worldskillsmuseum.com
www.worldskillsarchive.org

Skills development in Africa

A vision becomes reality as WorldSkills Africa launches.

On 17 February 2024, a vision years in the making became a reality at the African Union headquarters in Addis Ababa, Ethiopia. As the continent declared this the year to “Educate and Skill Africa for the 21st Century,” the 37th Assembly of Heads of State and Government of the African Union witnessed the official launch of WorldSkills Africa.

Speaking at the launch, Nardos Bekele Thomas, CEO of the African Union Development Agency (AUDA-NEPAD), shared her hopes for the organization. She said, “WorldSkills Africa will benefit young people to gain theoretical, practical, as well as requisite work-based life-skills needed for the world of work, to drive our economies.”

Working with partners, WorldSkills Africa aims to create a paradigm shift in the perceptions of TVET and to drive innovation for skills development through capacity building and championing skills inclusion for women and minorities.

While WorldSkills Africa lays its foundation, its countries in Africa are already demonstrating the power of skills excellence. WorldSkills South Africa, the oldest WorldSkills Member from

the African continent, showcased the movement’s momentum at its national competition in February 2024. More than 200 Competitors gathered at Durban’s Inkosi Albert Luthuli International Convention Centre, with 25 gold medallists earning their place to represent their nation at WorldSkills Lyon 2024.

The event marked another milestone by including students from all nine Community Education and Training Colleges for the first time, supporting the country’s commitment to increase youth and adult involvement in community education to one million participants by 2030.

Africa’s influence on the global stage for skills was evident at WorldSkills Lyon 2024.

From fragile economies to global excellence, African voices drove key debates at WorldSkills Conference 2024. Professor Mohamed Belhocine, Commissioner for Education, Science, Technology and Innovation at the African Union Commission, set the tone in both opening and closing sessions, championing the vital role of TVET in Africa’s future.

Meanwhile, Nicholas Ouma, Senior Youth Advisor at the African Union Commission, moderated a session that delved into solutions for nations grappling with displacement, climate change, and conflict. His colleague Unami Dube, Senior Programme Officer at AUDA-NEPAD, issued a powerful call to action saying, “Africa is here, Africa is rising, and we want to see TVET transform and meet the needs of our continent and the world.”

During the year, three new Members from Africa joined the community: WorldSkills Democratic Republic of the Congo, WorldSkills Ethiopia, and WorldSkills Nigeria. Their membership was formally ratified at WorldSkills General Assembly 2024 and each country made the most of knowledge sharing and insights gathering at WorldSkills Lyon 2024. They join the existing Members from Africa, WorldSkills Egypt, WorldSkills Ghana, WorldSkills Kenya, WorldSkills Morocco, WorldSkills Namibia, WorldSkills South Africa, WorldSkills Tunisia, WorldSkills Uganda, and WorldSkills Zambia.

The momentum behind WorldSkills Africa reflects a continent that is harnessing the power of skills for long-term development.

“
Africa is here, Africa is
rising, and we want to see
TVET transform and meet
the needs of our continent
and the world.
”

Unami Dube

Senior Programme Officer at AUDA-NEPAD





BeChangeMaker 2024

Record-breaking year of entries.

In a packed auditorium at WorldSkills Conference 2024, five teams of young entrepreneurs stood ready to transform their social innovation dreams into reality. As the final pitches concluded and the judges' decision was announced, it was Sekofia's ambitious healthcare solution that captured both hearts and minds.

A digital start-up from Nigeria, Sekofia is a digital platform promising to revolutionize healthcare access across Africa. The two founders, Ochong Johnson Aduma and Nino Chibuzor Nwachukwu have developed a sophisticated Software as a Service platform (SaaS) that connects patients, healthcare providers, and insurance companies together to dramatically improve the efficiency of healthcare delivery. Early testing has demonstrated its power to reduce administrative loads by up to 90% and cut patient time-to-care by an impressive 95%.

On winning, Ochong said, "Getting to this point has been an amazing journey over a couple of months. It is a remarkable achievement for us, and the experience has been incredible. Now, we are looking forward to joining the BeChangeMaker alumni network, as well as getting access to the resources that UNESCO-UNEVOC, HP Foundation, and WorldSkills International will provide."

BeChangeMaker 2024 is a collaborative initiative between WorldSkills and the HP Foundation. In 2024 it attracted a record-breaking 715 teams from 83 countries and regions – a testament to the growing global appetite for social entrepreneurship. The programme's journey began in June, narrowing down to 30 teams who underwent intensive training and mentorship before being further refined to 15 semi-finalists.

The five teams who made it to the final represented a diverse range of innovations addressing critical global challenges. Second-place winners RiceUP, from Vietnam, developed an ingenious solution to tackle the environmental impact of food delivery packaging. The team, comprised of university students Lam Quynh Nguyen, Linh Khanh Nguyen, and Dat Dang Nguyen, created biodegradable packaging from rice straw that can be planted to grow herbs.

Dat Dang Nguyen said, "BeChangeMaker 2024 has enabled us to make a meaningful impact by leaving sustainable footprints on the world. Through HP LIFE's invaluable resources, including startup tools and coaching, we have taken crucial steps forward."

Securing third place, Planet Plus from Kenya impressed judges with their innovative approach to waste management



in urban centres. Their solution transforms packaging with biodegradable bags, addressing both environmental concerns and public health challenges in informal settlements.

The other two finalists were Team Holly from Colombia, with their emotional intelligence education platform, and Care Plug from Zimbabwe, offering a comprehensive telemedicine solution. Each finalist demonstrated the power of young entrepreneurs to drive social change through innovation.

Grace Lung, Senior Manager of Partnership Programmes at WorldSkills International, said, “The talent and dedication displayed by this year’s finalists have been truly inspiring. Each team has shown remarkable growth throughout the programme, and their pitches today were nothing short of exceptional. We are so pleased for Sekofia, and all the teams serve

as outstanding role models for aspiring young entrepreneurs worldwide.”

Looking ahead, Sekofia’s founders are focused on expanding their impact. Nino said, “The next step for us is to double down on what we have, continue our product development, and then we are hoping to launch by the end of this year. We can start scaling from there, across Nigeria and many more countries.”

All finalists received €1,000 worth of post-programme coaching, with the top three teams awarded an additional EUR 2,000 to further develop their concepts. Through the programme’s comprehensive support system, including HP LIFE’s online learning platform and dedicated mentorship, these young innovators have gained invaluable tools to turn their visionary ideas into sustainable enterprises that promise to create lasting social impact.

2024 winners

Sekofia	Nigeria
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Finalists

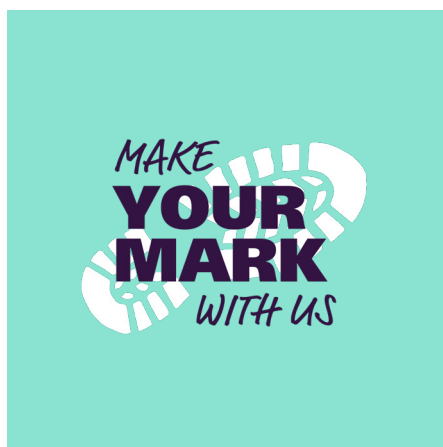
RiceUP	Vietnam
Planet Plus	Kenya
Team Holly	Colombia
Care Plug	Zimbabwe



WorldSkills Campaigns

Shining a spotlight on the community and their stories.

WorldSkills launched a number of campaigns to showcase the power of skills in shaping a sustainable, inclusive, and innovative future. Campaigns also create an important opportunity to elevate the people and the stories behind our hard-working and impactful community.



In the lead up to the 47th WorldSkills Competition in Lyon, #MakingOurMark celebrated young people worldwide who use their skills to improve their own lives and the lives of those around them. Competitors across the globe were invited to tell WorldSkills about the many ways they are making a mark on the world.

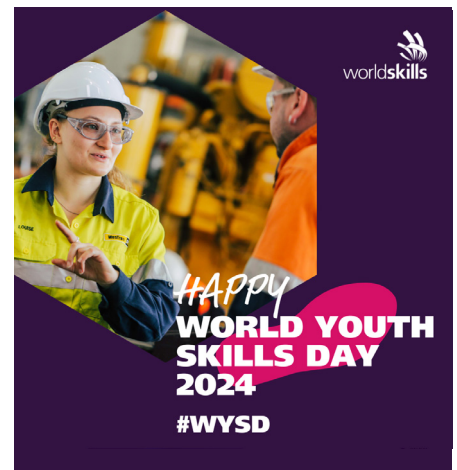
The campaign was launched 100 days before WorldSkills Lyon 2024 and brought together 1,000 different voices and experiences.

Their stories were then shared via an interactive mosaic that visitors to the campaign website could explore, learning about these incredible young people and the positive change they are making.

Elizabeth Isai from Namibia was one of the many people who took part. She talked about how she uses her love of cooking to promote sustainability and community well-being. She shared, "Cooking is not just my skill; it is my way of expressing myself and connecting with people. Through food, I can address critical issues like food insecurity while bringing joy to others."

The second phase of the campaign was released in August and invited WorldSkills Champions to Make Your Mark With Us and put themselves forward to be considered for the next cohort of WorldSkills Champions Trust representatives. The campaign used the experiences of the current WorldSkills Champions Trust to encourage young people to apply.

One of them was Melkon Hovhannisyan, who said, "Being part of this journey has allowed me to step out of my comfort zone, engage with diverse people and cultures, and see firsthand how skills can change lives. It's not just about competition; it's about building a global community."



On 15 July, WorldSkills partnered with UNESCO-UNEVOC to commemorate World Youth Skills Day 2024 under the theme Youth Skills for Peace and Development. The event brought together policymakers, educators, and young professionals to discuss how skills development can foster innovation and address pressing global challenges.

David Hoey, CEO of WorldSkills International, spoke at the event saying, "Empowering young people with the right skills is not just about employment – it's about giving them the tools to build resilient communities and a sustainable future."

Key sessions during the event explored topics like the green transition, digital skills for the future, and how young people can contribute to achieving the United Nations'

Sustainable Development Goals. The event was attended by the WorldSkills Champions Trust and promoted on WorldSkills social channels to help the messages from the day reach the wider skills community.



On 8 March, WorldSkills marked International Women's Day 2024 by hosting a conversation between three Champions exploring some of the reasons why women choose certain skills over others, and why they often feel discouraged to follow their passions when they do not fit into what is expected from a woman.

The discussion was hosted on Instagram Live and featured Shweta Ratanpura, Justina Ashiyana, and Yousra Assali. Under this year's theme #InspireInclusion the three women drew on their own stories, shared their perspectives, and discuss opportunities for change.



During the conversation, Justina shared that being at the WorldSkills Competition facing only men made her doubt her capabilities, but she chose to trust in herself and finish what she had started because of the support and confidence she had from her family and especially her father. She said, "I doubt women in the same shoes would be able to achieve their best. I wish all spaces were equally inclusive for all. Support is very important."

With sustainable manufacturing having become an important objective across sectors due to its environmental and financial benefits, the WorldSkills Occupational Standards for WorldSkills Lyon 2024 have now incorporated sustainable practice as an essential component of demonstrating skills excellence.

So ahead of Earth Day on 22 April, WorldSkills announced that WorldSkills Lyon 2024 would be the first ever WorldSkills Competition to assess all Competitors for sustainable practices, alongside technical and lateral skills.

Jane Stokie, Director of Skills Competitions at WorldSkills International said, "Now, not only are our skill competitions more closely aligned with what's happening in industry, but we are raising the awareness of Experts and Competitors on how to be more sustainable in everything they do."

From celebrating inspiring personal journeys to driving global conversations on youth empowerment, the organization continues to use its campaigns to shine a spotlight on the transformative power of skills.



WorldSkills Member highlights

Creativity, cooperation, and commitment to skills.

WorldSkills Members around the globe have demonstrated extraordinary momentum in 2024, advancing skills excellence in new and exciting ways. From forming inaugural national teams to embedding standards in the curricula, these highlights show how the WorldSkills movement is thriving thanks to their efforts.

WorldSkills Kyrgyzstan made history by hosting its first-ever national skills competition and selecting its first team to compete at WorldSkills Competition 2024. Young Competitors demonstrated their skills in Cooking, Fashion Technology, and Welding, with the winners going on to represent their country in Lyon. "We want to encourage our young people to develop their skills, increase the attractiveness of vocational education, and strengthen international partnerships and exchange of experience".

WorldSkills Malaysia has been merging its BIM curriculum with the WorldSkills Occupational Standards for the Digital Construction skill competition to support the digitalization of its industries and, in particular, construction.

WorldSkills Malaysia Expert Dr Tarmizi Bin Haron, says, "We have not only improved the standards within our training, but indirectly also within industry. Industry has now shown much interest in implementing visual programming and cloud-based platforms into their projects."

WorldSkills Jamaica introduced more rigorous training techniques as it prepared to compete in five skill competitions at WorldSkills Lyon 2024. The Member improved access to cutting-edge technologies and used past Test Projects to help Competitors with contingency management. It also used relationships with other Members to run mutual training sessions. This has included inviting industry specialists to Jamaica and sending Jamaican Experts abroad to China for capacity building.

WorldSkills Iran added to the spirit of international cooperation by hosting its first international friendly skills competition. The event brought together Competitors from multiple countries to train and test their abilities in a low-pressure but high-value environment. It also showcased Iran's commitment to developing world-class skills talent and strengthening regional ties.

SwissSkills and the Swiss Federal University for Vocational Education and Training offered an in-depth course in Lausanne about the country's world-renowned apprenticeship model. The four-day immersion course gave international delegates hands-on insight into how dual vocational education supports national economic strength and individual opportunity. It also created space for networking and ideas sharing.

WorldSkills Estonia created an opportunity to inspire the next generation with its Young Master Skills Festival, a vibrant event that brought together Competitors, educators, and the wider public. The festival format allowed young people to try new skills, raising awareness and building excitement around vocational pathways.

These examples show the creativity and cooperation of WorldSkills Members. Whether through innovation, tradition, or first-time participation, each Member contributes to a shared mission: to raise the profile and recognition of skills around the world.

Read the latest of news from Members at www.worldskills.org/media

WorldSkills Experts Faculty

Capacity building across the community.

Established in 2017, the WorldSkills Experts Faculty is open to anyone who has served in an official role of Expert at a WorldSkills Competition. It currently has 431 members across three categories: representatives, members, and associate members. As a volunteer group, it has been a driving force in building capacity, sharing knowledge, and creating lasting change in TVET worldwide.

This commitment to global impact is powerfully illustrated through the work of David Mukombabi, a qualified craftsman in Refrigeration and Air Conditioning from Namibia. After serving as an Expert at WorldSkills Kazan 2019, he discovered the opportunities offered by the WorldSkills Experts Faculty.

He shares, "I immediately jumped in when I received a request to take part in a project to help create a competency-based curriculum for Sudan. This European Union-funded initiative, executed by UNIDO, focused on enhancing employment opportunities for unemployed youth, including migrants, refugees, and asylum seekers in Khartoum State. It was a profound experience. I realized that the WorldSkills Experts Faculty offers so many opportunities to impact the lives of fellow citizens and youth through skills and knowledge."

Following feedback from Expert surveys in 2023, the WorldSkills Experts Faculty also launched a quarterly webinar series this year that has become a cornerstone of knowledge sharing. The third edition,

titled Unlocking Excellence: Training Techniques and the Transformative Benefits Experts Bring Back from WorldSkills Competitions, was hosted in April where the panel shared valuable insights about how Competition experiences have transformed their teaching methodologies.

Another important milestone in 2024 was the development of the Experts Journey Map, an innovative digital interface inspired by metro maps, first presented at WorldSkills General Assembly 2023 in Dublin, Ireland. Devin Flor, WorldSkills Experts Faculty Representative from Australia, explains, "We think the Experts Journey Map will be a comprehensive resource, simple and easy to follow." The map represents topics as either main stations or substations, with each station revealing explanations, videos, and links to relevant WorldSkills resources.

The WorldSkills Experts Faculty representatives for 2024 are

- Devin Flor, Representative from Australia
- Meera Jayaraman, Representative from India
- Mark Bramer, Representative from Canada
- Vesa Iltola, Representative from Finland
- Raili Laas, Representative from Finland
- Phattiraporn Khiewsanun, Representative from Thailand





OECD PISA-VET

A partnership to drive the development of global TVET.

PISA, the OECD's Programme for International Student Assessment, measures how well education systems prepare students for real-life challenges. For decades, it has helped countries improve their education systems through comparative data. But until now, there has been no similar tool for vocational education and training.

The new PISA-VET framework is changing this. It brings together 13 countries and more than 100 experts, employers, and international collaborators, including WorldSkills. The experience WorldSkills has gained in setting and assessing occupational standards over the past 75 years is seen as critical to the design and development of PISA-VET.

As Muriel Péro, former French Minister of Labour and Ambassador to the OECD, shared, "You do not make progress if you do not measure, and comparing helps a lot. The equation is to measure plus to compare. That makes progress."

It made 2024 a pivotal year. In March, the OECD launched the Framework in an insightful webinar with leading experts in skills development. Six months later, stakeholders gathered at WorldSkills Conference 2024 in Lyon to review progress and chart the course ahead.

At the heart of PISA-VET is an innovative three-part assessment approach: knowledge evaluation, interactive workplace simulations, and demonstration of practical skills. Drawing on WorldSkills extensive experience and Germany's ASCOT and ASCOT+ methodologies, the initiative will initially focus on five carefully selected occupational areas:

- Business and Administration (using Freight Forwarding from WorldSkills)
- Car Mechanics
- Electrician
- Healthcare
- Hospitality (using Hotel Reception from WorldSkills)

These skills represent both traditional trades and emerging industries, while ensuring balanced participation across genders. David Hoey, CEO of WorldSkills International, said, "As the OECD brings its more extensive and scientific approach to assessment on the outcomes of VET systems, we will gain from that while also sharing the wisdom of our hundreds of Experts from around the world."

The development phase will continue until 2026, followed by a comprehensive pilot phase running until 2030 across 10 to 15 countries. This methodical approach will culminate in the first large-scale assessment from 2030 to 2034. It is set to paint a picture of vocational excellence across nations and provide the data-driven insights that have long been missing from skills development policy.

For WorldSkills Members, PISA-VET represents more than just an assessment initiative. It is a chance to shape the future of skills measurement and ultimately drive global economic and social benefit for all.

WorldSkills Global Research Council

Turning evidence into action.

Research has long been a critical component of WorldSkills strategic objectives, offering vital insights to inform and drive the skills movement forward. This was cemented further with the introduction of the WorldSkills Global Research Council at the WorldSkills General Assembly 2023.

This year, working in partnership with leading international institutions, the Council has been raising the profile of WorldSkills as an innovation space and strengthening its independent evidence base on the value of, and return from, skills excellence. Its goal? To increase demand for world-class standards in national skills systems.

The Council brings together an influential coalition of partners, including UNESCO-UNEVOC, the World Bank, the ILO, the OECD, Oxford University, Adelaide University, and ibw Austria.

The first major undertaking emerged at WorldSkills Conference 2024. In a session titled Monitoring Impact: Data for Better Skills Systems, the Council explored how impact data can drive improvement and mobilize support for the WorldSkills movement at local, national, and international levels.

It also unveiled its analysis of the Impact Statement Development Survey from 2021. Working with the Centre for Skills, Knowledge, and Organisational Performance (SKOPE) at Oxford University, the Council reviewed responses from Member countries and regions, revealing the potential of WorldSkills as a catalyst for system-level change. The full report is available to read and download here:

www.worldskills.org/what/projects/wsgrc_research_analysis

The findings paint an encouraging picture, particularly at the microlevel. Follow-up interviews with Skills Finland and WorldSkills UK demonstrated how Members can create skills-led ecosystems for systemic change, developing local Technical and Vocational Education and Training (TVET) systems by aligning WorldSkills methodologies with national priorities.

At the Conference, Neil Bentley-Gockmann, Chair of the WorldSkills Global Research Council, said, “We have three goals in the research that we have been working on for the past year. Firstly, we monitor the ever-changing world of work and help WorldSkills and its Members to understand it. Secondly, we develop positions to contribute to policy making and give WorldSkills a voice in terms of the agendas. Thirdly, we monitor and conduct research on the impact of WorldSkills.”

For WorldSkills Members, the establishment of the WorldSkills Global Research Council creates new opportunities to see how Research can serve as an effective tool to drive system-level change in TVET. WorldSkills Global Research Council will continue its work on providing insights and developing a practical tool for Members to advocate for system-level change with the governments and funders based on collaboration research and an independent evidence base on the impact, value, and return from developing skills excellence.



WorldSkills Digital Badges

Skills excellence, virtually verified.

Fresh after their success at WorldSkills Lyon 2024, thousands of Champions, Experts, Delegates, and other roles essential to the WorldSkills Competition received their WorldSkills Digital Badge. Each badge verifies their role in the Event and acts as a signal of skills excellence for future employers and educators.

WorldSkills Digital Badges act as a digital skills fingerprint, containing detailed meta data about the holder's WorldSkills achievements. They can be used in an email signature or digital resumes and added to social media profiles including LinkedIn, Facebook, and X.

Developed by technology partner Credly, a global leader in digital credentials, the badges are awarded to all WorldSkills Champions including gold, silver,

and bronze Medallists, recipients of the Medallion for Excellence, Best of Nation Award, and Albert Vidal Award. WorldSkills Experts, Chief Experts, Deputy Chief Experts, Skill Competition Managers, Team Leaders, Technical Delegates, and WorldSkills Champions Trust representatives are also awarded a WorldSkills Digital Badge.

The programme has gained significant momentum since its launch in September 2022 with more than 5,000 people in the WorldSkills community now using their Digital Badges to promote their skills journey. Claiming a badge is straightforward. Participants receive an email from Credly with simple setup instructions, and the IT support team of WorldSkills is ready to help with any questions.

These digital credentials are already making a real difference. WorldSkills Champions use them to strengthen job interviews and academic applications.

Experts rely on them to validate their specialist knowledge. This practical value shows how WorldSkills Digital Badges connect skills excellence with professional opportunities.

Dan McCabe, WorldSkills Champions Trust Representative for Europe, says, "At the rate technology is developing and with the depth of information available on the Internet, it's becoming more and more important to have a strong digital presence on platforms such as LinkedIn to help connect with employers. Digital Badges are a fantastic addition to our profile and help make sure we keep our latest achievements up to date online."

WorldSkills Global Partners

Investing in skills, transforming industries.

WorldSkills Global Partners always play a significant part in a WorldSkills Competition year, and 2024 was no different.

The journey to WorldSkills Lyon 2024 was made up of training events, best practice sharing, and landmark moments from WorldSkills Global Partners. The Competition itself was a showcase of innovation and collaboration between industry and educators. Many of the Global Partners also took centre stage at WorldSkills Conference 2024, joining panels and contributing to important discussions that helped lift TVET to the top of the global agenda.

As Overall Event Presenter at WorldSkills Lyon 2024, Samsung's support was invaluable. Celebrating its 17th year as a WorldSkills Global Partner, Samsung did not fail to impress at the Event with its interactive booth that offered visitors hands-on experiences with its latest technology.

At the booth's launch, attended by key people from Samsung and WorldSkills, alongside government ministers and WorldSkills Champions Trust representatives, Chan-Shik Won, Secretary General of Samsung Skills and Vice President of Samsung Electronics Co., Ltd., recognized the powerful partnership that has developed. He said, "The WorldSkills team has an ambitious goal, and we wholeheartedly embrace

their vision. We have created a unique space, with experiences and hands-on learning opportunities that we hope will leave people with unforgettable memories and a new appreciation of Samsung technology."

During the Event, new Global Partner SHINING 3D chose this global stage to formalize its commitment to skills excellence. In a signing ceremony at its booth on the Competition floor, Li Tao, CEO of SHINING 3D, said, "Together, we can continue to expand and contribute to better products and new technologies, while championing young people through WorldSkills Competitions to become agents of change."

Stanley Black & Decker used the 47th WorldSkills Competition to share its insights into youth skills. Under the banner of its DEWALT brand, it shared the results of its groundbreaking global survey that revealed social media's growing influence on career choices in trades. It found that nearly 75% of young people use social media to raise visibility for skilled careers, while more than 50% are interested in creating social content showcasing themselves at work to encourage others to join their trade.

Chris Nelson, Chief Operating Officer at Stanley Black & Decker, emphasized the importance of understanding next-generation aspirations, saying, "We know that if we want to continue to advocate

for these essential career paths, we must understand the next generation's aspirations, motivations, and challenges."

This focus on future trends was further reinforced by Autodesk's comprehensive State of Design and Make Report, which surveyed over 5,000 global experts. The study highlighted the critical role of upskilling and continuous learning in business growth with Mary Hope McQuiston, Autodesk's Vice President of Education Experiences, reflecting, "As the world's leading design and make technology company, we believe we have an obligation to help the next generation of leaders – who will be charged with shaping our world – prepare for rapidly evolving jobs of the future."

Throughout the year, WorldSkills Global Partners continued to demonstrate their dedication to skills development.

Well before the Competition began in Lyon, IAPMO and GROHE forged a partnership with a local French apprenticeship centre to create longer lasting social impact. By repurposing fixtures and fittings from the Plumbing and Heating skill competition at WorldSkills Lyon 2024, this collaborative education and training project helped students at BTP CFA Rhône bring back to life a disused space in one of their workshops and gave them a chance to test out their skills on a live project.

Festo's over 30 years of commitment to skills excellence was also recognized when brothers Dr Wilfried Stoll and Dr h.c. Kurt Stoll received a WorldSkills Lifetime Achievement award for their sustained dedication to training young talent.

And Studica collaborated with WorldSkills Jamaica to deliver an intensive Mobile Robotics workshop that inspired future innovators. As Taneisha Ingleton, Managing Director of HEART/NSTA Trust, CEO and Official Delegate, WorldSkills Jamaica noted, "We want to promote robotics not merely as a subject or an extracurricular activity but as a viable and exciting career path, opening doors to endless opportunities."

Through their continued collaboration and unwavering support, WorldSkills Global Partners are helping create a more inclusive and sustainable future for skills development. Their investments in technology, training, and education are nurturing the next generation of skilled professionals – while helping build a global workforce ready to tackle tomorrow's challenges with innovation, expertise, and purpose.



Global Premium Partners

SAMSUNG ELECTRONICS

WorldSkills Lyon 2024 was a memorable event where we were able to gather once again to encourage and celebrate our young professionals showcasing their skills excellence. As the Overall Event Presenter, Samsung is proud to support Champions from all Member countries and regions in contributing to fulfilling the vision of the WorldSkills Competition. I'd like to pay my respects to all the Competitors and Experts for their hard work and dedication in making WorldSkills Lyon 2024 such a success.



Chanshik Won

Secretary General of Samsung Skills and VP of Samsung Electronics

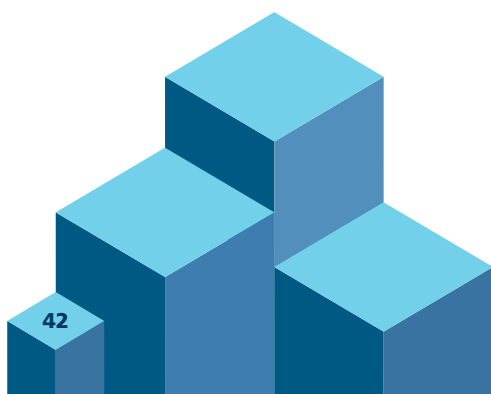
STANLEY BLACK & DECKER

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 labour, 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 trade career paths. 3M is taking a multi-faceted approach to building a future-ready workforce, focusing on bridging the skills gap, engaging with educators and students, and emphasizing the importance of both human and technological skills. We are thrilled to partner with WorldSkills on this shared vision to empower our communities for long term success.



Maureen Tholen

Vice President, Sustainability, 3M

AMAZON WEB SERVICES

As a pioneer and leader in cloud computing, AWS is committed to empowering digital transformation and innovation across businesses and organizations. With Generative AI and Agentic AI emerging as key drivers of the next industrial revolution, these technologies are creating unprecedented opportunities across sectors while establishing new parameters for workplace practices and talent development. At WorldSkills Lyon 2024, we witnessed how young talent leveraged cloud computing and artificial intelligence to solve real-world challenges. At AWS, we remain dedicated to collaborating with colleges and educational institutions to cultivate cloud talent for the new digital era through our skills training initiatives and will continue partnering with WorldSkills to advance technical education worldwide.



Danffer Ni

General Manager of General Business and Cross Industry Sales, Amazon Web Services (AWS) Greater China Region

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

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

BASF COATINGS

As a WorldSkills Global Industry Partner, BASF Coatings 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



CAR-O-LINER

For the WorldSkills community, 2024 celebrated the return to the proven Competition format after WorldSkills Competition 2022 Special Edition. As a Global Industry Partner, we were thrilled and delighted to contribute to the event, bringing together young professionals from all over the world, and further strengthen the development of skills in the Autobody Repair arena. While Lyon was the highlight of the year, we joined many local and regional competitions and initiatives, training and supporting the next generation, as they seek excellence, their ability to innovate and solve problems creates a better future for us all.

Roger Marti

Director of Marketing, Car-O-Liner Group



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. We are therefore proud to continue our engagement as a WorldSkills Global Industry Partner.

Patrick Dexheimer

Global Event Logistics Head of Events, DHL



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 Möllenhof

Managing Director of DMG MORI Technium Europe GmbH



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 industryspanning opportunities available today, and in the future. We're proud to extend our Global Industry Partnership with WorldSkills, whose platform and programmes 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

FANUC

As a leader in factory automation, FANUC is committed to developing young talent in robot programming. Robotics is essential to modern manufacturing, enhancing efficiency, flexibility, and safety. Together with WorldSkills, we hosted participants from 18 countries in Lyon, a powerful demonstration of both the global appeal of robotics careers and the growing demand for these skills. Looking ahead, we are honoured to host the 49th WorldSkills Competition in Japan, FANUC's home country, reinforcing our dedication to workforce development and inspiring future innovators. With WorldSkills, we are shaping a future where young professionals lead in automation and robotics.



Marco Ghirardello

President & CEO of FANUC Europe

FESTO

France 2024 brought together outstanding events: the Olympics in sports and WorldSkills in education – both distinct yet united in their commitment to high performance, passion, quality, and achievement. The 47th WorldSkills was a remarkable success, once again highlighting the crucial role of skills and education as the foundation of society, the economy, and sustainable transformation. As a unique selling proposition, it was integrated into a remarkable global education event that promoted dialogue through various initiatives involving competitors, experts, and key decision-makers from both education and industry. At Festo, we take great pride in being active contributors and supporters of the WorldSkills movement.



Dr Oliver Niese

Chairman of the Management Board of Festo Didactic SE & Head of Digital Business at Festo SE & Co. KG

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's proud WorldSkills Global Industry Partnership continues to help us mobilize the international plumbing industry for good. As demonstrated at WorldSkills Lyon 2024 our aim is to create exciting practical exchanges and learning opportunities that achieve long-term, real-world impact: improving access to water, sanitation and hygiene in the surrounding community, and attracting new talent to the skilled trades. We thank the global WorldSkills family for supporting and developing this mission with us, and we look forward to many more years of collaboration together.

David Viola

CEO, IAPMO



INTAMSYS

At WorldSkills Lyon 2024, INTAMSYS proudly supported young professionals with 47 industrial-grade FUNMAT PRO 310 printers, delivering flawless performance across Additive Manufacturing and Mechanical Engineering CAD. This collaboration exemplified our core belief that real-world tools should power world-class skills. By enabling Competitors to work with the same high-performance systems used in industry, we helped bridge the gap between education and innovation. We are proud to have played a part in showcasing how advanced 3D printing can empower the future of manufacturing talent worldwide.

Charles Han

CEO of INTAMSYS

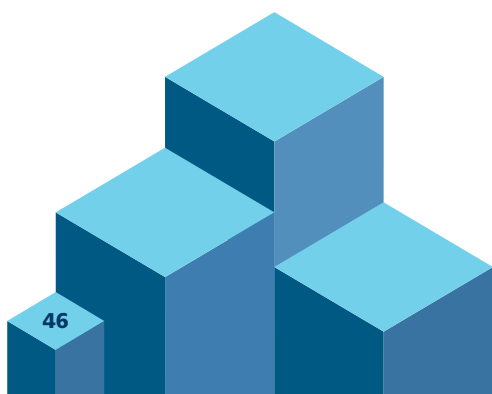


JIEAN HI-TECH

In 2024, Jian Hi-tech achieved remarkable cooperation results with the WorldSkills International. In terms of competition support, it provided technical support for the 47th WorldSkills Competition, helped the competition proceed smoothly, and excavated a group of skilled talents. In the aspect of exchange and cooperation, by virtue of the WorldSkills platform to connect with international standards, the school - enterprise cooperation was deepened. In the near future, it is expected to join hands with the WorldSkills International to transform digital technologies into globally shared skill standards and integrate them into the TVET; expand the cooperation fields of emerging technologies and green skills; strengthen the cultivation of international talents; enhance the brand influence of Jian Hi-tech in the international skill field, and make contributions to the global skill education.

Zhisheng Gao

General Manager, Jian Hi-tech



JOHN BEAN

While the 2024 Competition marked the return to “normal”, it was also groundbreaking for the Automotive Technology Skill. For the first time, calibrations of Advanced Driver Assistance Systems were part of the program, reflecting the major technological shifts vehicles are undergoing and highlighting the need to embrace new talent and nurture skills more than ever. As a Global Partner, we will continue to support this shift and reinforce our commitment to the WorldSkills family, taking the evolution of mobility-related skills to the next level on the global scene.

Mariana Montovaneli
Director of Marketing, John Bean



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 Shanghai 2026 Gold Sponsor. Inspiring every generation to “Build a Better World” helps us to live in a better world.

Troy Gurkin
Director, Global Industry Segments



MASTERCAM

Our collaboration with WorldSkills in 2024 has been a rewarding journey of innovation, education, and shared purpose. Together, we empowered the next generation of manufacturing professionals by combining industry-leading technology with world-class competition platforms. This partnership has deepened our commitment to advancing CNC skills globally, fostering a culture of excellence and continuous learning. We are proud to support such an inspiring mission and look forward to shaping the future of skilled trades alongside the WorldSkills community.

Peter Mancini
Education Manager, Mastercam



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 young people.

Yukihiro Sakata
Chairman of Mitutoyo Measuring Instruments (Shanghai) Co., Ltd., Mitutoyo



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 talent 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

SATA

2024 marked the return of the "classic" WorldSkills Competition. Lyon proved to be the perfect host, with outstanding organizers reviving the spirit of the event. We have partnered with Global Partner Glasurit and conducted the sustainability award again, spotlighting exceptional achievements in automotive painting. More female Competitors and Experts participated than ever before, underscoring our commitment to diversity. With youth engagement at the heart of our trade's future, Lyon provided an inspiring stage to attract the next generation of talent.



Jörn Stöver

Export Sales Manager, SATA

SHINING 3D

As a global leader in 3D vision technology, SHINING 3D has evolved from an equipment sponsor in 2019 to a WorldSkills Global Industry Partner in 2024. We integrate high accuracy 3D scanning for measurement into vocational programs – from CAD engineering to medical service – empowering youth to tackle challenges and achieve higher quality through efficient and precise 3D measurement. Co-developing the Dental Prosthetics module exemplifies our commitment to aligning technical excellence with societal needs. In the era of wide adoption of smart technologies, we believe WorldSkills will set benchmark for vocations through nurturing borderless skills, foster pioneers worldwide



Tao Li

CEO, SHINING 3D

SIEMENS

With the shortage of skilled workers and resources in the industry, businesses must become more adaptive and boost their productivity. Our collaboration with WorldSkills, its technical Experts, and Competitors is essential to develop talent into skilled innovators who have the mindset and technological knowledge to overcome these challenges. I believe Siemens has a responsibility to support the next generation of leaders through the WorldSkills movement by integrating technologies such as Digital Twins, that bridge the real and digital worlds, skill-based automation, and genAI to harness the power of data.



Rainer Brehm

CEO Factory Automation, Digital Industries, Siemens

STUDICA

At Studica, we recognize the global impact of Autonomous Mobile Robotics and its transformative role in shaping the future. As a proud Global Partner and exclusive supplier for the WorldSkills Autonomous Mobile Robotics Competition, we're committed to driving innovation and technical excellence. By supporting this vital skill, we empower young professionals with the hands-on experience and knowledge needed to succeed in today's fast-evolving, technology-driven world. We're honored to equip the next generation of innovators with the tools to build a smarter, more connected future.

Frank Nanfara
CEO and President, Studica



VCOM

At Vcom, we believe that skills shape the future. Over the past year, we have focused on aligning skills competitions with curriculum development, enhancing teacher training, and cultivating technically strong, innovative professionals. These efforts have strengthened our vocational education system and better prepared students for industry needs. Looking ahead, we will continue integrating competition and teaching, sharing best practices, and exploring new approaches to talent development. Through collaboration and innovation, we remain committed to supporting the global skills movement and contributing to a future powered by skilled individuals.

Cathy Wang
CEO of Guangdong Vcom Education Technology Co., Ltd



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GROHE

IAPMO

INTAMSYS

JIEAN HI-TECH

JohnBean

LINCOLN ELECTRIC

Mastercam

Mitutoyo

SAINT-GOBAIN

SATA
German Engineering

SHINING 3D

SIEMENS

Studica

UNREAL ENGINE

Vcom

WorldSkills Board

“When you hear the word Red Cross, anywhere in the world, you know it means humanitarian aid. So when the name WorldSkills is mentioned, everyone should know we are talking about excellence in skills.”

These were the words of Francis Hourant as he was elected President and Chair of the Board at WorldSkills General Assembly 2024. Francis brings deep expertise from his fifteen years as CEO of WorldSkills Belgium, transforming the organization from 200 Competitors in 19 skills to almost 900 Competitors in 32 skills and establishing the national event as Belgium’s leading showcase of skills excellence.

His commitment to skills development extends beyond borders, actively supporting emerging WorldSkills communities in Africa since 2019, including WorldSkills Democratic Republic of Congo and competition development in Burundi.

Speaking on stage at WorldSkills Lyon 2024, he said, “My motto in life is: there are no problems, only solutions.

Being President and Chair of the Board means listening to Members and Partners, facilitating debates, working closely with the Secretariat, and being the voice of WorldSkills.”

Francis was one of four new representatives elected during the General Assembly. Joining Francis in new roles are Brigitte Collins as a Board member responsible for Competitions Committee leadership, bringing valuable experience as General Manager for WorldSkills Australia and longtime Technical Delegate and Competitions Committee Lead. Alejandro Weinstein, a founding Board member of WorldSkills Chile, and Ray English, Chair of WorldSkills Ireland Advisory Council, both step into Strategic Development Committee leadership roles, enriching the Board with their diverse international perspectives.

The new posts on the Board opened up after three long-serving and much-valued members completed their time on the Board. Members said farewell and shared their heartfelt thanks to Chris Humphries who served for four years as WorldSkills President and Chair of the Board, Laurence Gates who served for 10 years as a Board member responsible for Strategic Development Committee leadership, and Stefan Praschl who was a Board member responsible for Competitions Committee leadership for 13 years. Their combined service helped strengthen WorldSkills global impact and secure its status as the world’s largest skill competition.

The WorldSkills Board maintains its eight-member structure, combining fresh insights with institutional memory to guide the organization’s future. Together, they will focus on measuring impact, building closer collaboration, and expanding WorldSkills global membership – all to ensure that excellence in skills continues to transform lives and communities worldwide.





Francis Hourant
President and Chair
of the Board



Brigitte Collins
Board member –
Competitions



Ray English
Board member –
Strategic Development



Alexander Erdmann
Treasurer



Michael Fung
Board member –
Competitions



Heng Guan Teck
Board member –
Strategic Development

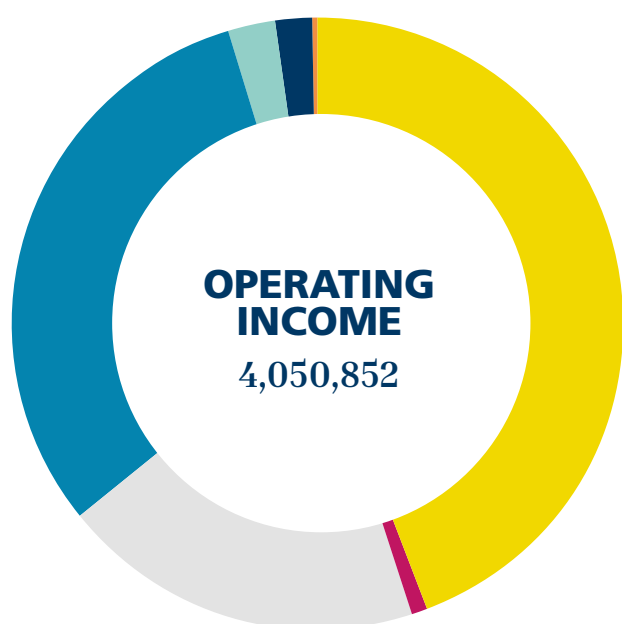


San-Quei Lin
Board member –
Strategic Development

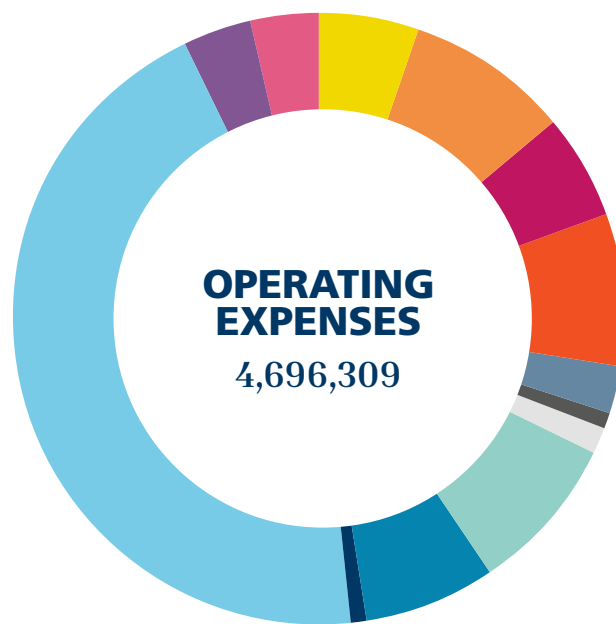


Alejandro Weinstein
Board member –
Strategic Development

Financial report



Membership	1,791,935
Admission fees	37,000
WorldSkills Competition hosting fees, infrastructure, and operations management contributions	773,416
Sponsorship	1,267,490
Project income	95,818
Interest and foreign exchange expense	76,583
Other income	8,610



Organization	252,663
Competition costs - general	407,170
WorldSkills Competition 2024 Lyon	257,702
Marketing and Communications	385,610
Champions engagement	112,137
Sponsorship and Partnership	38,218
WorldSkills Experts Faculty	62,265
Projects	391,503
WorldSkills Conference	325,414
WorldSkills Archive and WorldSkills Museum	44,664
Staff	2,092,688
Information systems	163,702
Office costs and professional fees	162,573

Notes: Figures provided here are taken from the WorldSkills International 2024 Audited Financial Statements. The 2024 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.





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