

WORLDSKILLS...
INSPIRING SKILLS EXCELLENCE

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WORLDSKILLS... INSPIRING SKILLS EXCELLENCE.

WorldSkills International is the leading global organization promoting skills excellence among young people. WorldSkills International celebrated its 60th anniversary in 2010, and in the following year WorldSkills Foundation was established. Today, more than 60 countries/regions are WorldSkills Members, and membership is growing steadily. The WorldSkills organizations are in a unique position to foster skills development.

Skills competitions are the core WorldSkills activity. Thousands of young people participate in national, regional and international competitions that generate enthusiastic interest among many stakeholders, including competitors, teachers, employers and governments. WorldSkills also offers opportunities for benchmarking skills, exchanging experiences and joining forces to develop skills, effective teaching practice and strong training systems.

WorldSkills pursues a challenging vision:

> *A world where people can achieve the workplace skills they need to prosper and find fulfilment.*

Our vision relies on contributions from dedicated teachers and leaders in vocational education and training, industry mentors, and from decision makers in training authorities, industry and governments. The WorldSkills global network is a hub for developing vocational education and training. Quality training outcomes create opportunities for young people – opportunities that bring recognition and status, and ensure skills development aligns with workplace demands.

The experiences and dreams of the WorldSkills Competitors make powerful stories that inspire others to choose skills education as the foundation for a fulfilling future.

For more information about WorldSkills see: **www.worldskills.org**

MODELLING VOCATIONAL EXCELLENCE — A RESEARCH STUDY

Do skills competitions really make a difference? Do competitions contribute to the stock of skills that economic and social development demand?

Researchers from three countries (Australia, Finland and United Kingdom) have worked collaboratively to answer these questions. Their research program is called Modelling Vocational Excellence, or MoVE. They studied the motivations and experiences of Competitors and Experts who participated in WorldSkills London 2011. The research study produced the persuasive findings that can be summarised as follows:

> *WorldSkills competitions raise quality, promote professional development and drive improvements in vocational training.*

This e-booklet refers to the ways that WorldSkills competitions contribute to stronger training systems. It explores the MoVE study's findings about the benefits of participating in competitions. The results reveal a lifetime impact for both Competitors and Experts.

MoVE INTERNATIONAL

WHAT DID THE MOVE INTERNATIONAL RESEARCH PROJECT INVOLVE?

The MoVE International research project described in this booklet focused on identifying what is involved in developing vocational expertise and excellence.

During WorldSkills London 2011, the MoVE International research team distributed two extensive surveys. One survey was for Competitors and one survey was for Experts. The surveys collected information about:

- the personal experience of involvement in WorldSkills
- the individual characteristics of vocational excellence.

Surveys were completed by:

- 413 Competitors from 38 countries
- 165 Experts from 38 countries.

WHERE CAN I FIND OUT MORE ABOUT THE MOVE INTERNATIONAL RESEARCH PROJECT?

A complete analysis of the survey data is contained in the MoVE International research team's technical report:

- What Contributes to Vocational Excellence? Characteristics and Experiences of Competitors and Experts in WorldSkills London 2011.

The technical report, and an overview booklet, are available on the WorldSkills Foundation website. Please visit:

www.worldskillsfoundation.org

ABOUT MOVE INTERNATIONAL

MoVE stands for Modelling Vocational Excellence.

MoVE International is WorldSkills' first research partnership. The project partners are:

- Skills Finland
- WorldSkills UK
- WorldSkills Australia
- Dusseldorp Skills Forum.

The MoVE International research team is a collaboration between:

- University of Tampere, Finland
- University of Oxford, UK
- RMIT University, Australia, with support from Deakin University, Australia.



Training for WorldSkills has been … a wonderful journey of learning, experience and exposure to the new and latest things happening around the world … It is not important to win a medal but the experience that you get while training for WorldSkills surely makes you a winner in the long run.

– Competitor, Hong Kong, China.

Every participant in WorldSkills is a winner. That's the word from Competitors and Experts. Winning a medal is a bonus, but not the defining outcome. What defines WorldSkills is learning. Learning from the best. Learning about new technologies. Learning new ways of organizing work. Learning what kind of training gets results. Competitors and Experts become members of a global learning community.

The enthusiasm of Competitors for learning flows from their desire to perform at the top rank of their chosen trade or profession. WorldSkills introduces them to the best from around the world in skills areas as diverse as aircraft maintenance, cabinetmaking, cooking, graphic design, hairdressing.

WorldSkills is an unrivalled learning opportunity. Competitors and Experts establish networks and friendships that will continually sharpen their skills and knowledge.

Competitors and Experts emphasize that WorldSkills competitions do more than extend technical skills. They enhance skills and characteristics that get things done well in workplaces – teamwork, communication, persistence, practice, willingness to try new things. Skills that last a lifetime.

WorldSkills... learning for life.





WorldSkills makes you grow as you learn so much about your job. You increase your skills. It's a sacrifice but this is really beneficial and you learn about yourself as you see yourself getting so much better… WorldSkills is worth 10 years of professional experience.

– Competitor, France.

Experts are vital to WorldSkills. They are with Competitors at every step. They speak of their satisfaction in supporting young people to achieve at the highest level. As mentors and role models, they bind Competitors into the profession they love.

WorldSkills invites young people to broaden their professional identity. It deepens their sense of belonging to their chosen trades and professions. Being selected for a WorldSkills team kindles respect from their families and employers. Being a team member brings recognition from highly skilled members of their trades and profession – their peers and experts.

Competitors report that WorldSkills participation advances their careers. It opens doors to a fulfilling future in their chosen skill area. It helps them set clear career goals.

Hard work, relentless practice, giving up social activities – these are all part of preparing for and competing at WorldSkills. And many Competitors report that preparing and competing is the making of them – personally and professionally.

WorldSkills... pathway to professional identity.





Sure training for WorldSkills takes a lot of focus, motivation, support, patience and time. But at the end of the day I want to be able to say: 'I did the absolute best I could and I feel great.' It is not about winning a medal; sure that's a bonus. It's about everything else that comes along with it. It is an experience of a lifetime.

– Competitor, Canada.

WorldSkills is a platform that further develops today's vocational leaders. Experts believe their participation in WorldSkills directly develops their high level planning and leadership skills, as well as their technical skills. WorldSkills renews their commitment to their trades and professions. It enlarges their leadership networks and offers a valuable opportunity to upskill their technical expertise.

WorldSkills is also a platform that is developing the vocational leaders of tomorrow. WorldSkills London 2011 Competitors expressed high levels of agreement with this statement in the MoVE research survey: 'Becoming a master in my trade/profession has become very important for me.'

Finely honed technical skills are fundamental to vocational excellence. WorldSkills Competitors are already aware that they are working towards national and international leadership in their skills areas. Participating in WorldSkills builds their people skills and their professional identities. They are leaders in the making.

WorldSkills expands the pool of leaders in vocational excellence – now and for the future.

WorldSkills... leaders in the making.





WorldSkills showcases your Competitors' skills against a benchmark of other countries. This gives you an indication of how other countries train and what you need to be doing to get yourself into a competitive position.

– Expert, UK.

WorldSkills adopts a single-minded focus on skills excellence. Experts maintain that sharp focus through involvement in regional, national, and international WorldSkills competitions. Their expertise as teachers, and their unwavering commitment to their trades and professions, guides and inspires young people who are starting their professional journeys.

WorldSkills is the hub of an expanding network of accomplished teachers and industry mentors. WorldSkills competitions enrich the professional and personal lives of Experts. Competitions enable them to benchmark their skills and training practices with colleagues at home and abroad. Experts collaborate extensively during competitions, learning through the mutual exchange of ideas and experience.

They gain a rich understanding of how to nurture and shape skills excellence. That understanding is an immense resource for national training systems. The insights Experts gather through competitions positively influences how training is organized and delivered, both on and off the job.

Many companies actively support WorldSkills competitions. They provide funding. They offer their expertise freely. They share the latest technology and innovative work practices. Their involvement means Experts see precisely what skills industry is seeking. They hear directly about the workforce attitudes and characteristics industry values. WorldSkills exposes Experts to industry's perspective, deepening national training system capacity to meet industry's contemporary skills needs.

WorldSkills... strengthening national training systems.



WorldSkills is undoubtedly a platform for young tradesman and their trainers to showcase, compete and learn from all the best in their trades from all over the world... The benefits of participating include elevating their skills level and definitely helping their countries' future and economy.

– *Expert, Singapore.*

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