



Annual Review 2019-20



Forewords



We, at WorldSkills UK, not only believe we make a difference – we know we make a difference.

Throughout my career I have been a passionate advocate of business leaders taking responsibility for helping young people fulfil their potential and realise their ambitions. The recent successes of WorldSkills UK show why we are so well placed to help businesses achieve just that, whatever their challenges. From supporting young people as they take their crucial first step on their own career ladder to using global benchmarking to bring international best practice to the UK, we are not only helping young people directly, but also helping to inform the training programmes of employers by working to mainstream excellence in standards.

Never has this been more important. We are seeing, most starkly, the impact of the coronavirus pandemic on the economy and acknowledge that unemployment will rise and that those who are most at risk of being affected are young people, especially those who have recently left education.

As we look forward, we know that highly skilled young women and men across key sectors will be crucial in mitigating the impact of the economic downturn.

In my full first year as Chairman, we have successfully built on the strong foundations of the organisation to drive forward our ambitions to build our profile, grow our income and help more and more young people throughout the UK succeed. I am proud of everything we are delivering at WorldSkills UK; we have worked with a great number of employers to showcase high-quality apprenticeship and training programmes, inspired growing numbers of young people to take action and develop their skills, and, yet again, delivered world-class performances on the global stage.

As we look forward, we know that highly skilled young women and men across key sectors will be crucial in mitigating the impact of the economic downturn. That is why we will continue to work on international benchmarking and share these innovations and insights with our partners in governments, education and business who are at the forefront of economic development.

We are already making a huge difference to many young people's lives. We will continue this vital work and, through our experience of inspiring and developing excellence in skills, retain our commitment to helping employers as they take the lead towards recovery and economic growth.

Rooney Anand
Chairman, WorldSkills UK



We are leading the charge to ensure that all young people have equal access to high quality apprenticeships and technical education.

We know that our world-class training programmes help young people succeed in work and life and, over the last twelve months, we have firmly established our position as a driver of excellence in skills development across the UK.

Our achievements and impacts over the year demonstrate this, including through the launch of our new Productivity Lab programme through which we have partnered with international and UK organisations to explore innovations to boost the quality of training for young people and their employers. This has seen us use our unique positioning in the global skills network to work with UK governments to bring best practice back to the UK to help develop a world-leading technical education sector. This is so important as we work towards a skills-led social and economic recovery from the coronavirus and support the employment prospects of young people who have recently entered, or are about to enter, the workforce.

Expanding our digital offering, through interactive online careers advice and skills programmes, has combined with our face to face activities to raise our engagement to some 205,000 young people in the past year. Our media coverage, including reporting on our participation in WorldSkills Kazan 2019, reached 150 million people.

I am hugely grateful for the ongoing support of our 1,960 partners, who by working with us and co-investing, are helping us reach more and more young people across the UK. But we know we need to do more.

Our commitment to diversity and inclusion continues to drive our work and over this year we will use our data driven and focussed approach to remove barriers to progress, so more young people, from all backgrounds, can benefit from our work.

As we look ahead, we know that underpinning the economic recovery will be the development of a skills economy which values high-quality apprenticeships and technical education and higher standards. We will continue to develop our thinking and adapt our responses to ensure we can best support this. That is why our work in investing in young people now is crucial.

Because we believe that when young people succeed, we all succeed.

Dr Neil Bentley-Gockmann, OBE
Chief Executive, WorldSkills UK

*Because we believe that
when young people
succeed, we all succeed.*

Year in highlights

205,000

Engaged with more young people than ever before (highest ever recorded) to support their career and skills pathways

Retained our strong standing in the WorldSkills competition we ranked 12th on the world stage against

95%

of competitors developed their technical skills, maintaining high rates of positive feedback

60 nations

77%

of young people we engaged with had increased levels of inspiration, supporting their career decisions

Launched powerful
**new
innovations**

through our Productivity Lab and carried out new research into international skills excellence

Further diversified and grew our income by

£7m

Developed the exciting
**Centre of
Excellence**

pilot to mainstream excellence in further education across UK

Expanded and strengthened our partnerships and networks to, together, help young people achieve higher skills standards, including working with over

90%
of FE colleges

150 million
media circulation
reached greater audiences through our communications to promote career options and excellence in technical skills



**John, City of Glasgow College,
Plastering Gold Medallist and
Skills Champion**

John's tutor at City of Glasgow College spotted his potential and recommended that he enter the WorldSkills UK Plastering Competition. John went through the regional heats and made it to the National Finals at the NEC in Birmingham in 2018, where he showed his skill and determination and secured a Gold Medal.

John found competing was a real test of his skills and approach, "You need to prepare for competitions correctly, they can be very challenging but rewarding!" The technical and employability skills that John developed during training and competing has directly benefited his work.

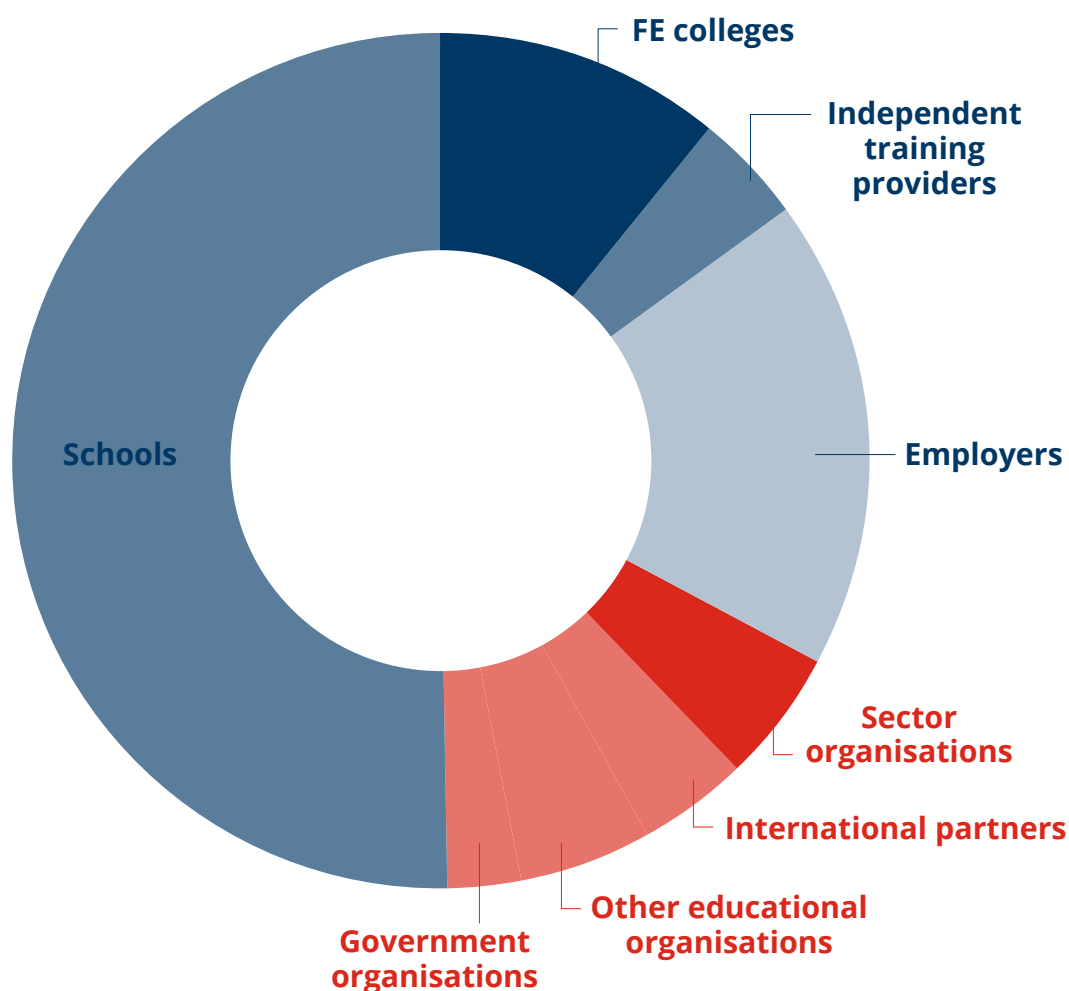
"Competing gave me confidence to take into my own work because I knew after winning the competition that I can actually carry out the work I do, on my own and to a high standard."

As an alumni Skills Champion, John now wants to inspire more apprentices to take part in WorldSkills UK Competitions.

And his personal goal for the future? "Keep maintaining the high standards I've set myself at such an early stage in my career."

Partnerships

WorldSkills UK is an independent charity and a partnership between employers, education and governments. Together, we are raising standards in apprenticeships and technical education so more young people get the best start in work and life.



1960 partners



Catherine, Gower College Swansea – Forensic Science Gold Medallist and Skills Champion

Catherine's tutor at Gower College Swansea introduced her to WorldSkills UK Competitions.

"It turned out that I was the first competitor in my skill to ever represent my college at the competitions!"

She won a Gold Medal at the National Finals in 2019. Catherine has taken technical skills from being in the competition and real life-changing soft skills:

"I have learned first and foremost to believe in myself, and I have learned how to work under pressure and stay calm and succeed."

She is keen to share the benefits of WorldSkills UK with other young people and has joined the Skills Champions alumni network.

"I want to encourage children and young adults to do what they love and show them that you don't need to have it all figured!"

After her positive experience, Catherine thinks the WorldSkills UK Competition model should be introduced into all schools and colleges.



Achievements

April – June

National competition programme cycle for 2019 started; with exceptional registrations from the devolved nations, international training was ramped up; and innovative research was launched through WorldSkills UK's Productivity Lab.¹

18%
more
*registrations
from black,
asian and
minority
ethnic (BAME)
young people*

- sponsorship was secured for new competitions in key sectors including Accountancy; Electronic Fire and Security; Building Information Modelling (BIM), and Industrial Robotics
- registrations increased by 11% to 3,515, including 18% more registrations from black, asian and minority ethnic (BAME) young people and a 70% increase from the North West of England over 2018
- registrants from Wales, Scotland and Northern Ireland made up 40% of the total and each had above average increases in the numbers of registrations, skills entered, and colleges involved
- close to 350 national qualifying heats took place in 77 locations across the UK
- Team UK was involved in 46 international collaborations with 11 countries, helping develop skills standards to world-class levels
- insights were shared by WorldSkills UK's Productivity Lab with over 100 stakeholders through the publication of research on adopting global skills innovations by Royal Society of Arts and the Further Education Trust for Leadership² at an event sponsored by NOCN
- research by the Edge Foundation commissioned to better understand perceptions of our work across the UK and identify priorities for each of the devolved nations
- participation in a Scottish Expo to promote benefits and opportunities of our work to Scottish colleges and to deepen links.

¹ Through the Productivity Lab, WorldSkills UK conducts research and share international best practice from our global network to help mainstream world-class skills excellence across the UK.

² https://www.worldskillsuk.org/media/5968/rsa_globalskillsinnovationuk.pdf



July – September

Team UK demonstrated excellence against the best of the world in skills; research confirmed the potential for WorldSkills UK experts to contribute more to technical education; and the WorldSkills UK first annual Diversity and Inclusion Heroes Awards scheme was launched.

- research by Oxford University³ was published recognising the huge potential for the skills of WorldSkills UK's training experts to mainstream excellence in technical education
- WorldSkills Kazan took place, and included:
 - a best practice visit at WorldSkills Kazan, sponsored by NOCN, gave stakeholders unique learning insight into other nations' approaches to construction skills development to world-class standards⁴
 - media content reached 114 million circulation with social media channels seen over 1.4 million times
 - 37 Team UK members representing 32 skills, competed against 63 other countries, including in new skills aligned to the UK's industrial priorities including Cloud Computing, Chemical Laboratory Technology and Cyber Security
 - Team UK achieved 19 medals including two Golds in Aircraft Maintenance and Beauty Therapy, Silver in Car Painting and Bronze in Hairdressing.
- the inaugural WorldSkills UK Diversity and Inclusion Heroes Awards were launched in association with a number of employers.

³ https://www.worldskillsuk.org/media/6152/skope_pages.pdf

⁴ https://www.worldskillsuk.org/media/6767/nocn_construction-report_28pp_web_sp.pdf



Haydn, Marshall Aerospace & Defence Group, Aircraft Maintenance Gold Medallist at WorldSkills Kazan 2019

Haydn began competing in WorldSkills UK National Competitions during the last year of his apprenticeship at Marshall Aerospace and Defence Group.

He beat the UK's top aeronautical engineering apprentices to win a Silver Medal at the National Finals held at WorldSkills UK LIVE in 2017 and a Gold Medal at WorldSkills Kazan 2019.

Thanks to his WorldSkills UK training Manager, Martin Yates, Haydn developed his skills to world-class standards. As the WorldSkills International Chief Expert for Aircraft Maintenance, Martin passed on his experience and expertise to give Haydn a vital competitive edge. This included taking him to experience how other countries train their apprentices by visiting WorldSkills nations such as Russia and Brazil to train with their competitors.

Haydn has now finished his apprenticeship and started a full-time degree in Aeronautical Engineering at the University of Nottingham. He says:

"My apprenticeship and training for WorldSkills UK has helped me at the beginning of my degree. Most of my classmates are coming straight from doing A-Levels and so I'm much further ahead in terms of real-life industry knowledge and skills."

Achievements

Oct – Dec

WorldSkills UK LIVE 2019 took place, showcasing excellence, combining the National Finals of competitions with skills and careers experiences and roundtables reviewing international skills research and policy developments. Squad UK was selected to start training for the next round of international competition; and a new online careers advice resource was launched.

**OVER
1500**

*young people
participated in
a joint mental
health lesson*

400

*young people with
Special Educational
Needs and Disabilities
(SEND) participated
in a supported visitor
programme*

156

*exhibitors
and sponsors*

- WorldSkills UK LIVE 2019 took place:
 - 72,260 participants attended
 - 600 participants competed in the National Finals in 66 skills at WorldSkills UK LIVE, seen by thousands of young spectators
 - 14 skill areas demonstrated training and career opportunities
 - 37 interactive and hands-on skills experience were led by employers
 - two days of teacher seminars covered the latest approaches to careers education, preparing for work and skills options
 - over 350 young people volunteered to support the event, mainly from West Midlands' colleges
 - 400 young people with Special Educational Needs and Disabilities (SEND) and 100 staff from 20 schools and youth organisations participated in a supported visitor programme
 - four hubs, led by the National Careers Service, provided professional careers advice to 7,300 young people
 - inaugural bootcamps helped prepare young people to perform at their best in the National Finals
 - over 1,500 young people participated in a joint mental health lesson
- seven policy and research roundtables involved over 200 representatives from business, government, the national and international skills communities, including Russia; USA; Japan; Chile; India and several European nations, and the media covered issues such as diversity and inclusion and future skills
- an international discussion on best practice in technical education and how we can provide insights on skills for use by governments across the UK, drew on the expertise of WorldSkills Russia which has been at the heart of wide-ranging improvements to their skills system
- 156 exhibitors and sponsors and 160 partners supported the event
- media circulation reached 36 million
- Scotland, Wales and Northern Ireland featured in the Education Zone.
- Squad UK was selected to start training for WorldSkills Shanghai 2021 including in new skill areas that are of high importance to the UK economy, including Building Information Modelling and Industry 4.0
- a new online and interactive Careers Advice Toolkit, mapped to the Career Development Institute framework and Gatsby benchmarks, was launched to give educators a resource to support learners to make decisions on career and education pathways.

Jan – March

Partnership formed to develop innovative Centre of Excellence; Squad UK training started; and new research into diversity and inclusion in competitions was published.

- the WorldSkills UK/NCFE partnership was formed with three year funding to co-develop a Centre of Excellence using WorldSkills UK expertise and skills to raise standards in FE
- in partnership with the Times Educational Supplement, research into diversity, inclusion and social mobility in our work was published along with WorldSkills UK's five-point plan in response⁵
- 130 strong Squad UK started their international talent development programme
- engagement work in Scotland, Wales and Northern Ireland progressed to further build stakeholder and government support
- successful campaigns supporting National Careers Week and the National Apprenticeship Weeks engaged over 400 young people.

5 <https://www.worldskillsuk.org/media/9971/tsipreport-st9-pages.pdf>



Kerris, University of Manchester, Industrial Electronics Silver Medallist and Skills Champion

Kerris is an Electronics Specialist Support Technician Apprentice at the University of Manchester. She entered the Industrial Electronics Competition and won a Silver Medal at the National Finals in 2018.

Kerris says that from competing she has gained many positive personal skills including: "Confidence, being able to speak to people, and believing in myself." Competing has also opened a lot of doors for her:

"The opportunities you get offered are ones you never think would be." she says.

"I've been involved with the Youth Voice Census, I've had the opportunity to go to the Houses of Parliament and put my opinion across, I was also invited to be part of a diversity and inclusion research group."

Speaking about the impact taking part in WorldSkills UK Competitions has had on Kerris, Laura-Jane Williams, Technical Apprenticeship Programme Coordinator at the University of Manchester says:

"She now actively puts herself forward, she's a STEM ambassador, she's done all sorts since WorldSkills UK."



Impact and outcomes

We inspired excellence in young people's career decisions through WorldSkills UK LIVE, Skills Champions and our digital resources.

young people inspired by engaging with WorldSkills UK increased

77%

- we engaged with over 205,000 young people during 2019-20, an increase of 27% over 2018-19

- the levels of young people inspired by engaging with WorldSkills UK increased to 77%

- WorldSkills UK LIVE played a major role in inspiring young people attending

- 70% are likely to consider a technical career in the future

- 76% have better knowledge of technical education and apprenticeships

- 68% are likely to consider registering for an apprenticeship.

- as a result of LIVE, 71% (an increase of five percentage points on 2018) of educators intended to encourage young people to consider an

apprenticeship and 69% felt more able to advise young people about technical skills routes

- our alumni Skills Champions engagement increased to 6,600 young people in the year; 84% of Champions said their alumni activity improved skills such as working under pressure and problem solving

- 1,145 schools and colleges registered for the new Careers Advice Toolkit, engaging with around 39,000 young people. 75% of educators felt more able to advise on technical skills routes after using the resource

- our communications exceeded 2018's reach with:

- 150 million media circulation

- 1,540 media articles

- 264,000 engagements on social media.

68%

likely to consider registering for an apprenticeship

We developed excellence in UK standards through national and international training.

- the number of young people registering to participate in our competitions programme increased by 11% and improvements were seen, in particular, in BAME young people and skills alignment with the UK economy

- high levels of young people reported that WorldSkills UK training had positively impacted their future careers:

- 95% reported higher technical skills

- 95% improved their personal and employability skills

- 97% would encourage others to participate in skills competitions

- 89% said their career progression improved.

- new competitions were developed in Industry 4.0, Building Information Modelling and Robotic Systems Integration.

97%

would encourage others to participate in skills competitions

- at international level:
 - Team UK finished in the top 12 at the WorldSkills Kazan, Russia, with 60% achieving international standards of excellence
 - the UK reached world-class standards in 19 skills
 - the UK ranks:
 - › top in the world in Aircraft Maintenance and Beauty Therapy
 - › top three in the world in Car Painting and Hairdressing
 - › top five in the world in Landscape Gardening, Chemical Laboratory Technology, Architectural Stonemasonry and Plumbing and Heating
 - › in the top 10 in the world in 19 of the 32 skills in which we competed.
 - Over the last five years the UK has ranked, on average, 9th at WorldSkills
- 77% of UK general FE colleges in the UK engaged in competitions and more than 74 have embedded skills competitions into their curricula
- 95% of colleges feel competitions extend learners' technical skills, 93% believe competitions improve career aspirations and 87% believe competitions contribute to raising standards.

95%

*of colleges feel competitions
extend learners' technical skills*



Clara Agnew, florist in Armagh and training at CAFRE, Squad UK member

Ann Crane, Clara's Manager, is also impressed at her progress in the workplace.

"We at Armagh Blooms are delighted with Clara's work which has improved greatly. She is getting on really well with us and all our staff. My niece Louise is starting CAFRE in September and Clara has been a great help to her. We are getting great reviews from customers when they hear that she is in Squad UK. We can see Clara's confidence improving immensely."



Impact and outcomes

We innovated and mainstreamed excellence through insights, analysis and partnerships.

Skills competitions in high productivity growth areas of STEM, IT and advanced construction grew to

42%

of the overall portfolio

- we worked with 1,960 partners across the UK, engaging colleges, schools and young people and progressing debate amongst industry and government partners
- skills competitions in high productivity growth areas of STEM, IT and advanced construction grew to 42% of the overall portfolio, further aligning with the UK's industrial priorities
- Ofsted's inspection framework includes use of competitions as evidence of outstanding performance
- we partnered with key stakeholders to develop new skills insights and analysis with original research by FETL/RSA, University of Oxford and NOCN, each exploring how our unique insights can help raise standards in technical education in the UK
- our thought leadership, including new research and events, focused on how high standards can help raise the status of technical education and demonstrated our value in promoting and delivering excellence, using fresh insights to inspire sector leaders and employers to raise standards in technical education and skills
- our identification of the opportunities to use expertise in global technical skills knowhow to drive up standards led to the development of the Centre of Excellence pilot to improve teaching, learning and assessment skills in FE
- employers were highly positive about interaction with us, including how they accessed a diverse range of young people and promoted skills development and their organisation through LIVE 2019, the majority rated it as good or better than 2018.





BAE Systems, the importance of being involved with WorldSkills UK

At BAE Systems, they are passionate about their apprentices being involved with WorldSkills UK. Mark Donnelly, Head of Apprenticeships and Skills explains how taking part in competitions, not only helps to improve the skills of their apprentices, but also allows them to benchmark their standards against others in the industry:

"We knew right at the beginning that being involved in competitions was the right thing to do, because we know how important competitions are in helping to improve and learn and benchmark against the very best. When our apprentices compete in a particular trade set, they're honing their skills and we're also able to benchmark where we are in that particular standard."

Engineering apprentice Robin explains how taking part in the Computer Aided Design (CAD) Competition has helped with his apprenticeship:

"My WorldSkills UK training integrates really nicely into my main apprenticeship programme, because the training that I'm doing with WorldSkills UK is investing in my skills that I'm later going to use in the business."



Spotlight on Diversity and Inclusion

During the year, we built a stronger base of insight and action across our strategies and activities so that we can better meet the needs of young people regardless of background.

33%

of all WorldSkills UK competition registrations in 2019 were young women

- we commissioned The Social Innovation Partnership to undertake **research** into how SEND, BAME, LGBT+ (lesbian, gay, bi-sexual, transgender, plus those with gender expressions outside the traditional norms), those from disadvantaged areas and young women access, progress and perform in our development programmes
- the report was published in March 2020 together with our response in a **five-point action plan** to increase diversity in our work and more widely, through collaborating with partners to increase the inclusivity and diversity of our engagement, tackling long-standing challenges, encouraging more role modelling, addressing regional cold spots and addressing stereotypes
- **mental strength** of young people was a theme across LIVE 2019 with 2,000 hearing about tips and techniques to improve mental strength and wellbeing from influencers, experts and coaches
- skills competitions aimed primarily at young people with **learning difficulties or disabilities** were further integrated into WorldSkills UK's national programme. 56 young people took part in eight National Finals (at entry level or level 1) at LIVE 2019
- 13% of WorldSkills UK competition registrations in 2019 were from young people with **SEND**
- a **supported visitors programme** at LIVE 2019 saw 400 SEND learners from 20 colleges and schools experience events tailored to their needs and interests
- 33% of all WorldSkills UK competition registrations in 2019 were **young women**, with the East of England achieving 55% of female registrants in that year's competitions
- we published a report to celebrate **LGBT+** role models in the FE sector in April 2019, supporting organisations to create inclusive working environments for staff and young people
- WorldSkills UK's CEO, Dr Neil Bentley-Gockmann, was awarded an OBE in the 2019 Queen's New Year Honours for services to workplace diversity and was named one of the UK's top LGBT+ public sector executives for his contribution to LGBT+ inclusion
- at the Annual Apprenticeship Conference, run by FE Week, Dr Bentley-Gockmann took part in a debate around the case for **diversity in apprenticeships**
- the inaugural WorldSkills UK **Diversity and Inclusion Heroes Awards** took place at WorldSkills UK LIVE 2019, in partnership with Coca Cola European Partners and sponsored by Toyota Manufacturing UK, BAE Systems Ltd, Festo and Access: VFX to recognise the commitment, innovation and support of individuals and apprentices

13%

of all WorldSkills UK competition registrations in 2019 were from young people with SEND

8%

of all WorldSkills UK competition registrations in 2019 were BAME

- 8% of WorldSkills UK Competition registrations were from **BAME** young people, with the percentage of BAME registrants in Wales being twice the population average in that nation
- we actively supported key events, including the **Black History Month** and **International Women's Day**, engaging with how key societal issues impact young people's career choices and their opportunities
- we have also focussed on inclusivity **within the organisation** with regular training, pay gap reporting, use of blind CVs and D&I within performance objectives, resulting in 96% of staff feeling included in the workplace.



Raisa, Jaguar Land Rover, winner of Rising Star Award and Diversity and Inclusion Heroes Awards

Raisa was awarded the Rising Star Award – sponsored by Coca-Cola European Partners – at the Diversity and Inclusion Heroes Awards hosted in November 2019.

She is currently a second year Mechatronics Maintenance Apprentice at Jaguar Land Rover and is studying with Make UK.

While undertaking her apprenticeship, Raisa volunteered to conduct tours of the engineering facilities for potential students, parents, clients and dignitaries, displaying an excellent knowledge of engineering practices. She also became involved with the organisation's 'Women in the Know' initiative, conducting workshops and presentations to potential female engineers.

As a female Asian apprentice Raisa is a fantastic role model. Young people who meet her are really inspired, particularly Asian females who may never considered manufacturing, engineering or an apprenticeship route before. Speaking about her passion for being a role model for others, Raisa said:

"I can see a great future as an engineer, and I enjoy going to work every day. My job is exciting, competitive, rewarding, and more Asian girls need to join me to help create a multi-skilled workforce and change the face of the industry to be inclusive and diverse."



Funding and resourcing

Our income in 2019-20 was £15.7m (compared with 15.5m in 2018-19). We spent 97p in every pound of charitable income on the delivery of charitable objectives.

97p

*in every pound
of charitable
income on
the delivery
of charitable
objectives*

We had a successful year financially, again leveraging in significant funding and resources through co-investment from commercial and partner organisations against our grant income from the Department for Education.

During the year, we further developed our relationship with the Department, with our core links and grant funding continuing to be routed through the Education and Skills Funding Agency. We progressed several important developments which put us in a strong place with respect to further diversification of funds in the future, including through longer term partnership arrangements.

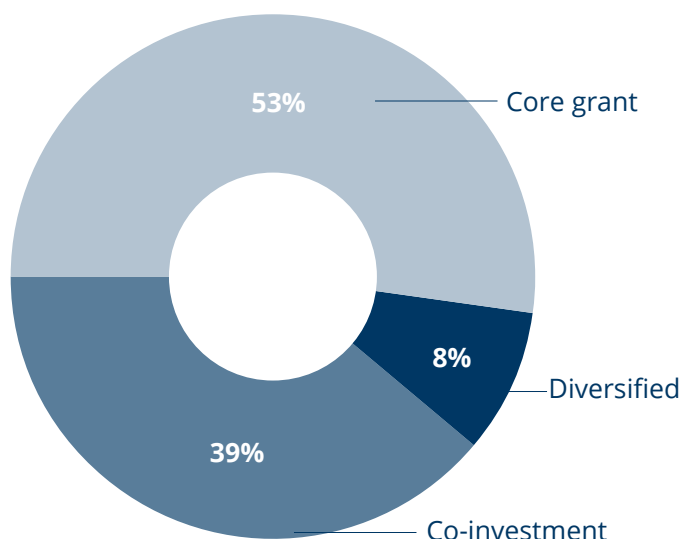
We brought in over £7m of diversified income during the year, including more than £1.35m of direct cash sponsorship income, mainly relating to WorldSkills UK LIVE 2019, and over £6m in co-investment of resources, materials and equipment, including to support the national competition cycle. This co-investment includes significant funding and resource contributions

from colleges and employers, from governments in Northern Ireland and Wales and from colleges in Scotland (though in total it undervalues the total value of co-investments as it doesn't currently include contributions to the international competition cycle). Achieving such a high value of co-investment has taken many years to achieve during which we have built mutually productive relationships with businesses and providers. Our current funding balances at 53% (55% in 2018-19) core DfE grant funding versus other income.

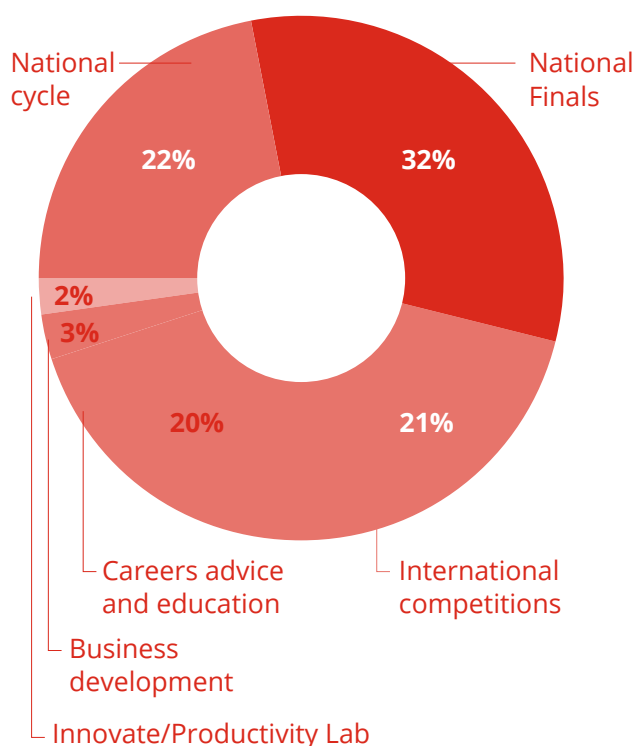
We are in a strong position for further diversification of funding, despite the 2020-21 year likely to be challenging with high levels of uncertainties and restrictions to investment budgets. We will review and adapt our partnerships and products to further increase our impact and reach and add more value to technical education systems at a time when it's never been more important to grow young people's employability and technical skills.



INCOME



EXPENDITURE



Electronics Department, Gower College, innovation in the curriculum

One example of the successful innovation of the integration of skills competitions into college curricula is Gower College, where they are a key element in both technical education and apprenticeships. There is a good match between the tests used at WorldSkills internationally and nationally and the curricula and they have been adapted to provide added challenge to courses.

The department has encouraged teaching staff to use the tools and techniques, through CPD and this is resulting in a growth in activities and in participation in WorldSkills UK programmes by the staff. They can access mini competitions to use at various stages of courses, which include test projects prepared by students who have previously achieved highly in national competitions.

Scores achieved are kept on students' personal reports, enabling them to track their performance. Overall, learners are keen to improve their scores through competition stages and they enjoy the experiences, recognising that they can achieve higher performances through participating in competitions.

There is a strong understanding across the college of the benefits of getting involved in WorldSkills UK for young people's employability prospects, improving technical skills and developing a wider set of skills than would be possible through a qualification alone.

Looking forward

This year undoubtedly will be a period of change, including to the economic, educational, employment and social worlds facing young people across the UK. Using the successes and learnings from 2019-20, we will repurpose our activities and resources so that we can continue to support young people of all backgrounds to build skill and career pathways and to achieve high standards.

We will redevelop key activities so that we are stronger in 2021 and even more able to deliver our pivotal roles in inspiring young people about their future pathways, developing their skills to match the best in the world and mainstreaming excellence across the UK's technical education systems so more young people get best start in work and life.

Our focus in 2020-21 will be:

- inspiring thousands of young people through digital resources to take up technical skills routes and to prepare them for changing employment and careers opportunities
- developing the technical and employability skills of young people through digital programmes, and the professional development of teachers so they can teach to higher standards
- training and preparing a team of young people to compete at the highest standards for the UK at European and global level

We will redevelop key activities so that we are stronger in 2021



- improving support throughout our work for young people from all backgrounds, focusing on those most affected by the coronavirus outbreak
- gathering new insights and sharing innovations and global best practice to strengthen skills policy and implementation
- enhancing our contribution to transforming the UK's technical education systems, with a focus on mainstreaming skills excellence
- continuing to grow our profile and reach with all our audiences through inspirational, relevant and informative communications and new channels
- maintaining our focus on quality and impact and on improving efficiencies, underpinned by more digital delivery, so that we deliver higher value for money, lower unit costs and even more relevant outcomes
- further diversifying our income base, working with a new range of partners and investors with longer term relationships.



Nathan, apprentice at Babcock

Nathan tried a few career routes including studying law before realising that it wasn't for him. He then worked in car accident insurance claims handling, before talking with his Dad about his ideal job.

"Since I already loved painting and the idea of spray painting – and I loved cars – he suggested painting cars. My mind was blown there and then, I'd never even considered it. The rest is history!"

Since winning a silver medal in the WorldSkills UK National Finals in November 2019 Nathan has been concentrating more on the custom side of refinishing.

"I am trying to build a brand for myself out of my artwork (Lone Gun Artworks) to give me the creative outlet I really crave which allows my work to be appreciated and recognised."

Nathan's training provider has also recognised the benefits of competitions. In their words "at Babcock, we've been really encouraging our apprentices towards WorldSkills UK Competitions over the last few years. They are really, really good, and get us out there, pushing for higher standards. Apprentices like Nathan enjoy taking part and he's brought the pride in what he does, back into the workplace with a greater emphasis on quality."



Core supporters

Our core supporters 2019-20

AELP
Airbus
Amazing Apprenticeships
AoC
AoC Sport
Apprenticeship Diversity Champions Network
Army
Association of Professional Landscapers
Associaton for Care Training and Assessment Networks
Autodesk
BAE Systems
Balfour Beatty
BAME Apprenticeship Alliance
Barclays LifeSkills
Barking & Dagenham College
BMW
BPEC
British Florist Association
British Retail Consortium
Cambrian Training
Cardiff and Vale College
Cheshire College South & West
Chichester College
City of Glasgow College
Coca-Cola European Partners
Coleg Cambria
Coleg Gwent
Coleg Sir Gar
Colleges Scotland
Complete Forensics
Construction Industry Training Board
Craft Guild of Chefs
Datateam
Dev Clever
DfE
Didactic Services
DMG
Dudley College
Dundee & Angus College
Eastleigh College
FANUC
Festo
FETL
GKN Aerospace

Glasgow Clyde College
Gower College
Greene King
Grimsby College
HS2
Institute of the Motor Industry
Kaplan
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