



world **skills** uk
GO FURTHER, FASTER

ANNUAL REVIEW
2018-19

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FOREWORDS



If we, as leaders, help people take their vital first step up the career ladder, they have prospects, a future, self esteem and feel included in society.

This is why I am so pleased to have joined WorldSkills UK as Chairman, so that I can contribute to supporting more young people recognise and reach their potential and take up rewarding careers. I can see what a powerful role WorldSkills UK plays in making this happen from the highlights throughout this review; the thousands of young people being inspired to take action and developing their skills to set themselves on the road to success. Going forward, WorldSkills UK will be driving further its impact across the UK and internationally as it leverages more its unique positioning: as the UK skills charity with access to the WorldSkills global platform, it is ambitious to mainstream insights and know-how from across the world to help more young people at home succeed. And in doing so, WorldSkills UK will help not only showcase the amazing young talent being developed in the UK, but also send a signal that we want to learn from the best of the rest of the world to support the development of our young people, our education systems and our economy.

Our ambition is nothing short of helping maintain and attract investment in the UK to create rewarding careers for the next generation of highly skilled young people and help the UK economy be more globally competitive.

Rooney Anand
Chairman WorldSkills UK



We believe that when young people succeed, we all succeed. The past year has seen us take major steps towards our goal of transforming what we do to help more young people. We have strengthened our core work, developing new tech-driven skills competitions aligned with the UK Industrial Strategy and rebranded and refocused our annual flagship event that combines national skills competition finals with an inspirational skills and careers show for over 70,000 visitors – including a new tech skills summit. We continued to inspire over 114,000 young people in the year and achieved high impacts, with over 70% gaining knowledge of technical education and 90% taking action as a result of engaging with us. We reached 128m people through our media coverage.

Our strong commitment to diversity kick-started a major review on how to improve inclusion across all our activities. We maintained our top 10 place in international rankings for performance in skills competitions, while contributing to the priorities of governments across the UK. We have gone further too, developing our new Productivity Lab programme, through which we are harnessing insights from our international activities to help improve training for more young people across the UK, while diversifying our income and partner base. I am very excited about our progress and forward ambition to benchmark and mainstream international skills best practice into the UK.

We could not do any of this without our partners and I am hugely grateful to some 1,900 organisations which, by supporting us and co-investing, are helping more and more young people across the UK succeed in work and life.

Dr Neil Bentley-Gockmann OBE
CEO of WorldSkills UK

2018-19 YEAR IN HIGHLIGHTS

90%

of young people
took action
after WSUK
LIVE 2018

83%

of all UK's General
Further Education
colleges engaged
with WSUK

77%

of young people
energised by meeting
WSUK peer
role models



**Inspired over
114,000
young people**

in technical education & skills

Maintained

TOP 10

place in Europe,
a position held
since 2009



Worked with almost

1,900

UK & international
partners in business,
education & governments



Expanded competitions
in UK priority skills; **40%**
now in STEM, IT and
advanced construction



**Prepared for
technological change,**
via youth voice events,
research and WSUK
LIVE 2018



**Demonstrated thought
leadership** through
9 pieces of new research
and insight



Leveraged £6m of
income and resources
from over **350 partners**



Developed routes to
improve diversity and
inclusion



**Raised the profile of
technical education**
& skills with media reach
of over **128m** people

ABOUT US

We are all about improving the prestige of apprenticeships and technical education, to inspire more young people to consider these as career routes and get off to a better start in work and life.

We are a partnership between governments, business and education, collaborating to develop our home-grown skills, improve social mobility and drive up training standards to the highest level to help boost UK productivity and competitiveness. We focus on building excellence in technical skills and education, benefitting over 100,000 young people every year.

Ultimately, through our work on skills competitions and careers advice, we champion young people; helping them go further, faster.

This review brings together our achievements and impacts in 2018-19.

Supporting governments’ priorities

We increasingly contribute to the development and activation of a wide range of governments’ policies and priorities, including the areas below:



Christian Notley and Edward Harrington

Christian Notley MBE, Chichester College [England – South East]

Christian is Head of Furniture Studies at Chichester College, WorldSkills UK Training Manager and WorldSkills International Expert for Cabinet Making. Christian has supported many Team UK competitors at International and European level.

“Drawing on my experience of WorldSkills International competitions, I shape the curriculum to reflect the high standards on show at these exacting events. WorldSkills competitions are a fantastic opportunity for young cabinet makers to hone their skills and kick-start their careers – as well as providing an excellent source of international insight and innovation for the UK.

“Chichester College hosted a former gold medallist from Taiwan who trained with the current Team UK Cabinet Maker, Owen Aldous, for a month. This is a fantastic way for students to learn and grow, sharing techniques and ways of working.

“Team France will also be visiting the UK to share their ways of working – we will explore how these learnings can benefit Team UK and enhance the wider curriculum.”

OUR PARTNERSHIPS

We continue to work with a supportive and major network of close to 1,900 partner organisations from across the UK and internationally.

Their expertise, investment and commitment are invigorating and crucial to our success in delivering competitions and achieving world-class standards, influencing young people to aim higher in their career decisions and raising the prestige of technical education.

Our partnership network is made up of:

850
SCHOOLS

90
EDUCATION & SKILLS
SECTOR ORGANISATIONS

55
NATIONAL,
DEVOLVED OR LOCAL
PUBLIC / GOVERNMENT
ORGANISATIONS

500
EMPLOYERS

75
OTHER EDUCATIONAL
ORGANISATIONS
(EG. UNIVERSITIES)

30
INTERNATIONAL
PARTNERS

200
COLLEGES

75
TRAINING PROVIDERS



Toyota Manufacturing UK

Toyota Manufacturing UK became involved in WorldSkills UK activities to enhance the quality of their products and demonstrate that their manufacturing apprentices were among the best in the world.

By benchmarking its current workforce against world-class competitors, the organisation developed an apprenticeship scheme that incorporated global excellence into day-to-day training. The result – the Trailblazer Apprenticeship programme – is a combination of core level 3 apprenticeship standards and WorldSkills UK methodology.

Skills competitions have been embedded into the Trailblazer programme as standard, with apprentices showcasing their skills in regular internal competitions. This has proven to improve apprentices' technical skills and productivity, as well as accuracy, speed, precision and error control. Toyota Manufacturing UK's senior specialists continue to travel the world with the company's WorldSkills UK competitors to bring learnings back to the UK and maintain global standards within its apprenticeship programme – strengthening its workforce and enhancing its competitive edge.

OUR ACHIEVEMENTS

We deliver a year-round range of activities, working with business, governments, education and young people.

Alongside the annual cycle of UK competitions, international or European competition finals and the UK's largest careers and skills event at WSUK LIVE each November, we provide a range of opportunities for young people to build their understanding and inspire them towards technical careers and education and for businesses and education to grow the skills of their employees and learners. Our key activities in 2018-19 included:

April – June 2018

- 3,159 young people registered for WorldSkills UK Competitions in the 2018 cycle
 - 352 organisations across the UK involved in competition heats
 - 24 Competition Organising Partners managed heats
 - 315 competitions in 57 skills took place
- WorldSkills UK LIVE launched, to raise recognition through new branding and design of the UK's largest annual careers showcase event (formerly The Skills Show)
- As part of a developing thought leadership programme, roundtable held to assess the implications of technological change on training and skills in the construction sector
- Series of inspiring digital resources released to share the impact of skills competitions on the lives of past competitors, known as Skills Champions

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July – September 2018

- Productivity Lab concept development underway to use global insights and experience to embed world-class excellence across the UK skills systems, supporting business productivity and competitiveness
- Ahead of EuroSkills Budapest, Team UK met with elected representatives from across the UK, culminating in send-off receptions in the House of Commons and in the devolved nations, with strong governmental and political support
- 22 competitors in Team UK represented 19 skills in EuroSkills Budapest, achieving one Gold and three Bronze Medals as well as seven Medallions of Excellence.
- Team UK achieved ninth place at EuroSkills Budapest, maintaining the UK's ranking in the top 10
- ITV followed Team UK's progress through their 'On Assignment' broadcast, with an audience of over 6m people
- Media circulation for EuroSkills Budapest and Team UK reached over 24 million people
- Roundtable on how the digital transformation is impacting engineering skills held with business leaders
- Report released from a programme of events that gave young people a voice in exploring career issues, from gender to technological change



April-June 2018:
315 competitions in
57 skills took place



July-September 2018:
Team UK represented 19 skills
in EuroSkills Budapest



Daryl Head and
Richard Wheeler

Richard Wheeler, Coleg Gwent [Wales]

As WorldSkills UK Car Painting Training Manager who has supported Team UK competitors, such as Daryl Head, at International and European level, Richard is responsible for supporting the next generation of industry professionals as they get ready to kick-start their careers.

"I'm currently training our 2019 Team UK Car Painting competitor, Conor McKevitt, who is preparing for WorldSkills Kazan 2019. Conor's training is designed to ensure he reaches world-class standards, but I'm careful to ensure everything he learns can be used in his day-to-day work. These techniques and skills will help Conor go on to thrive in the industry once his competition training is over.

"One of the best elements of Conor's training programme is the opportunity to visit other countries. I use international best practice to shape the curriculum at Coleg Gwent in Newport, Wales, where I work as a lecturer – as well as ensuring the Welsh skills system reflects global standards. I do all this while also guiding the UK's best young car painters through the rigorous, unique WorldSkills UK training programme."

OUR ACHIEVEMENTS (cont'd)

October – December 2018

- WorldSkills UK LIVE took place at the NEC in November 2018 with 70,000 participants:
 - 500 competitors participated in 60 skills competitions in the UK National Finals, including new skills in Cloud Computing, Cyber Security, Laboratory Technician and Building Information Modelling (BIM)
 - Over 55 young people took part in the finals of skills competitions for those with special educational needs and disabilities
 - Tech summit involving young people, educators, governments and businesses looked at the impact on future jobs from industry 4.0
 - National Careers Service advisers provided professional expertise on careers and training to over 7,000 visitors
 - LIVE featured the Year of Engineering through an innovative tech zone
 - A roundtable in partnership with BAE Systems explored social mobility at work and the importance of access for all young people.
 - Media circulation exceeded 49m people
 - Opportunities for experience and new skills provided to 426 volunteers who performed vital roles at LIVE
- Productivity Lab development work advanced:
 - Assessment began, led by University of Oxford, into how the skills and learning of WSUK's expert trainers can mainstream excellence in UK education
 - Review set up into how WSUK's approach to mindset training used in international skills competitions can translate into skills training products
 - International comparative investigation established, in partnership with RSA and FETL think tanks, into how skills systems, including through skills competitions, can meet skills, productivity and social inclusion challenges

January – March 2019

- Our strategy set out to improve diversity and inclusion across all products and programmes, both internal and external
- 2019 WSUK Competition cycle launched in 66 skills, including competitions for young people with special educational needs and disabilities in seven sectors
- Eight Selection events took place across the UK, choosing 37 young people in 32 skills – 63% of who are apprentices – to represent the UK at WorldSkills Kazan and provided high profile events that promoted excellence in technical skills across the UK
- Working with key partners and diversity experts, and steered by a high level advisory group, exploration started into barriers faced by under-represented groups entering WSUK Competitions
- As part of the LGBT History Month, a roundtable with Tes and Pink News, in the House of Commons, chaired by Helen Grant MP and hosted by WSUK, looked at how the skills sector supports leaders who identify as LGBT+ to be out role models
- Global partnership research underway with the international WorldSkills community and OECD to look at young people's skills and careers aspirations and expectations with a focus on technological change and technical education

2019
WSUK Competition
cycle launched in
66 skills

63%
of the young people
representing the UK
at WorldSkills Kazan
were apprentices



November 2018:
WorldSkills UK LIVE
took place at the NEC



Our Spotlight Talks included
speeches about Ada Lovelace,
one of the first women in
computer science



Vanessa Dawson

Vanessa Dawson, Skills Champion and former Creative Media Make-Up [England – Midlands]

Taking part in the 2016 WorldSkills UK Competitions cycle kick-started Vanessa's career as a make-up artist and educator. She has continued to volunteer as a WorldSkills UK Skills Champion since competing, championing technical education and sharing her experiences with young people across the UK. This year, Vanessa has also started her own Beauty Academy and re-joined the 2019 competition cycle to hone her skills even further.

"Being a Skills Champion made me realise how much I enjoyed helping young people grow and develop," she says. "I decided I wanted to give learners the best possible experience. That's why I'm setting up my own Beauty Academy and competing in the 2019 cycle. I want to harness the technical and mindset training I received through WorldSkills UK and use this to make sure learners can really get hands-on with the skills they need to succeed."

OUR IMPACTS AND OUTCOMES

Our achievements demonstrate the strong progress towards the ambitious targets that we have set ourselves and the focus on raising impacts and outcomes.

We influence young people to aim higher in career decisions

- **ENGAGED WITH OVER 114,000 YOUNG PEOPLE**
- Over **1,080** schools and colleges accessed our and The Careers and Enterprise Company career planning toolkit¹, reaching an estimated 95,000 young people
- **OVER 70,000 VISITORS TO WSUK LIVE**
- **63%** of young people said they were likely to consider a technical career in the future after visiting WSUK LIVE
- **72%** of young people agreed that attending WSUK LIVE helped them understand apprenticeships
- **90%** of young people planned an activity on exiting LIVE, and a similar proportion had done so at the three month follow up stage
- Over **6,300** young people had opportunity to learn more about technical skills by meeting a Skills Champion; **77%** were inspired by Skills Champions

We raise the understanding and prestige of technical education

- WSUK achieved over **128 million** media circulation, almost 1,500 media articles and over **24,500** engagements on social media
- **71%** of young people **REPORTED A BETTER KNOWLEDGE** of technical education and apprenticeships after WSUK LIVE
- WSUK worked with some **1,900** partners across the UK²
- Over **80%** of UK wide GFE³ colleges are involved with WSUK
- **45%** of UK college Ofsted/inspection reports cited skills competitions
- WSUK engaged with over **10,700** careers influencers (advisers, teachers, tutors and parents)
- **66%** of educators would recommend apprenticeships to young people after attending WSUK LIVE 2018
- Close to **60%** of parents/carers were more able to advise young people to take technical skills routes after engaging with WSUK LIVE

² Includes: organisations (employers, training providers and colleges) which registered a competitor, schools and colleges who hosted Skills Champions, WSUK sponsors, exhibitors at LIVE; and other activities and events.

³ General further education colleges

¹ Two year programme



Over 70,000 visitors to WSUK LIVE



WSUK worked with some 1,900 partners across the UK

Electude

Electude is the creator of a leading automotive e-learning solution used by thousands of organisations in over 50 countries.

As WorldSkills UK LIVE is the only event Electude attends each year, it is key to their strategy of engaging the next generation in automotive skills. Through its interactive vehicle simulator and a competition to test attendees' diagnostic skills, Electude is able to bring its unique teaching to life. This helps visitors understand how they can kick-start their career in the industry – as well as allowing Electude to network with key players from the education sector.

“WorldSkills UK LIVE provides a consistent place where people can look forward to seeing our new products and be inspired by our continued passion for education,” says Cat Treanor, UK Business Development Manager at Electude. “We have had direct sales from meeting and networking at the event and it is excellent chance to invest and inspire the future of the sector.”

OUR IMPACTS AND OUTCOMES *(continued)*

We boost technical careers and achieve world-class standards in the UK

- **OVER 3,400 YOUNG PEOPLE TOOK PART IN OUR SKILLS COMPETITIONS**
- **80% OF COMPETITORS SAID THAT THEIR CAREER PROGRESSION IMPROVED AFTER INVOLVEMENT IN COMPETITIONS**
- **90% OF COMPETITORS** *improved their personal and employability skills*
- **89%** of competitors reported improved technical skills
- Over **95** colleges embedded WSUK Skills Competitions into their curriculum
- Team UK finished in the **top 10** at the EuroSkills competitions in Budapest

We support improvements in UK productivity

- **80% OF EMPLOYERS HAD A POSITIVE RETURN FROM THEIR INVOLVEMENT WITH WSUK**
- **WSUK WORKED WITH OVER 500 EMPLOYERS**
- **40%** of WSUK skills competitions were increasingly aligned to the industrial strategy in high productivity growth areas of STEM, IT and advanced construction
- **90%** of employers fed back that attending WSUK LIVE raised awareness of their brand
- Key businesses such as Toyota, Siemens, Electroimpact and the Gleneagles Hotel find involvement in competitions raises quality, aids process and product development and provides a skills benchmark



Over 3,400 took part in WSUK skills competitions



High productivity growth areas of STEM, IT and advanced construction



Rebecca Wilson

Rebecca Wilson, former competitor, Car Painting [Northern Ireland]

Rebecca competed as part of Team UK at WorldSkills São Paulo 2015, winning a Bronze Medal in Car Painting. Since competing, Rebecca has joined the WorldSkills UK training team as a competition judge. She uses her experience of competing and working in the industry to support young competitors as they take part in the WorldSkills UK National Finals.

Throughout her WorldSkills UK journey, Rebecca has worked for Bells Accident & Repair Centre in Crossgar, Northern Ireland. She started as an apprentice and, after competing in Team UK, worked her way up to Senior Technician. The company has been incredibly supportive of her WorldSkills UK journey and are proud of her achievements.

"My employer is thrilled to be able to say I represented the UK in car painting," Rebecca says, "my boss tells customers about it all and they use it to attract customers to the business."

OUR FUNDING & RESOURCING

Our income in 2018-19 was £15.5m. We again spent 98p in every pound of charitable income on the delivery of charitable objectives.

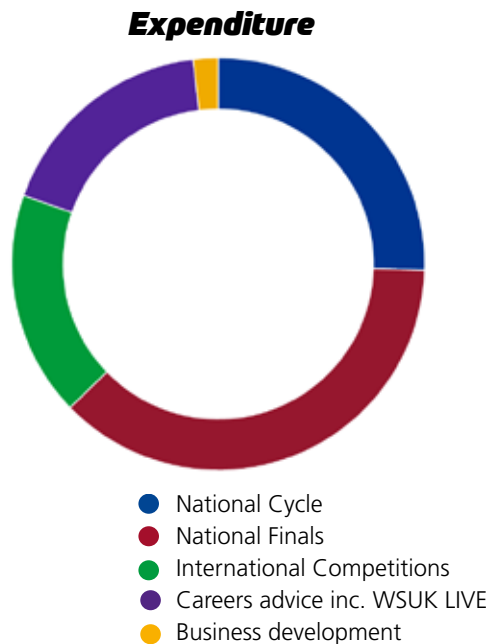
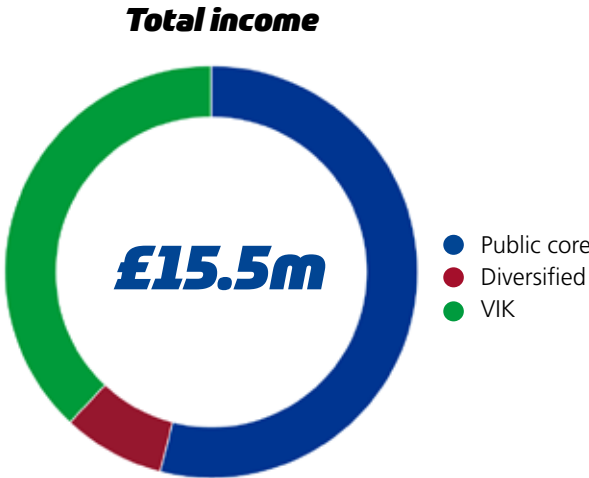
WorldSkills UK had a successful year financially, again leveraging in significant funding and resources through co-investment from commercial and partner organisations against our grant Income from the Department of Education. During the year, we developed a closer relationship with the Department, with core grant funding being routed through the ESFA from April 2018. We also progressed a number of developments which put us in a strong place with respect to further diversification of funds in the year ahead.

We brought in over £7m of diversified income during 2018-19, including more than £1m of direct cash sponsorship income, mainly relating to WorldSkills UK LIVE 2018, and £6m in co-investment of resources, materials and equipment, in particular to support the national competition cycle. This co-investment includes significant funding and resource contributions from colleges and employers, and from governments in Northern Ireland and Wales and from colleges in Scotland through projects and programmes. Our balance of funding is currently 55% core DfE grant funding vs. other income.

Achieving such a high value of co-investment has taken many years to build during which we have established and maintained relationships with businesses and providers to secure high commitment and contribution. Alongside this it should be noted that the value of co-investment set out here understates the whole value as it doesn't currently include either the value of contributions to the international competition cycle, such as the contribution made by the wide network of Training Managers and Performance Coaches, or the wide range of employers, volunteers, educators and other supporters, without whom skills competitions, WSUK LIVE and the developing research and insight activities would not happen. We will assess the value of this during this year.

WSUK is in a strong position for further diversification of funding. We have a good understanding of the changing market, and have a pipeline of programmes, products and services that can increase the impact and reach of our activities and add more value to the technical education system. These developments provide the potential to leverage more diversified income and to form the base of further co-investment partnerships in future.

Note: Co-investment (also known as Value in Kind) calculations are estimates based on information gathered from donor partners



Callum Bonner,
Mike Swan and Neil
Bentley-Gockmann

Mike Swan, Dundee and Angus College [Scotland]

Mike Swan is the Curriculum and Quality Leader at Dundee and Angus College and WorldSkills UK Training Manager in Painting and Decorating.

“There are many similarities between the preparation that Callum Bonner, Team UK competitor in Painting and Decorating, will undertake and that of an elite athlete training for the Olympics,” says Mike. “In preparation for the competition, I have given Callum different exercises to develop his capability and he has also travelled to Russia and China to take part in their National Competitions as part of his training.

“As a Training Manager, I am able to use this international competition experience to improve my own teaching practices. I make sure these learnings are embedded into the curriculum programme at Dundee and Angus College but I also share these experiences throughout the college sector with my involvement in the Scottish Association of Painting Craft Teachers so all apprentices and students can benefit.”

OUR PARTNERS

We benefit from a huge number of partners representing a breadth of business, education and technical careers organisations which are working to provide opportunities for young people. Here is a selection:



LOOKING AHEAD

Over the past year, as part of our five year business plan, we have consolidated our core activities and made strides into new areas that will help young people to increase skills levels and raise career aspirations and businesses to grow.

As we move into the third year of the plan we will both further strengthen our base of skills competitions and careers advice and advance how we use these to increase our reach and benefits through new insights, products and partnerships. We will work in line with business, education and governments' priorities, keeping young people at the heart of all we do.

We will:

- Enable more young people and organisations to benefit from engaging in skills competitions
- Influence and energise young people around technical education and skills through a new youth strategy and actions that are more relevant and engaging
- Improve inclusivity and social mobility for young people from all backgrounds through new action-based research and partnerships
- Retain our world standing in technical skills through a top 10 position on the global WorldSkills benchmark
- Progress our Productivity Lab with partners to mainstream excellence in skills standards for businesses and education
- Further diversify and grow our income through new products and sponsorship opportunities and longer-term strategic partnerships
- Differentiate and tailor how we work in devolved nations and English regions to better meet business and skills needs, working with local partners

“We will work in line with business, education and governments’ priorities, keeping young people at the heart of all we do.”
Dr Neil Bentley-Gockmann, OBE



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