



Annual Review

2021-22



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Foreword

Welcome to our 2021-22 Annual Review, which reflects a busy and exciting year of developing and demonstrating the value of world-class skills.

In ongoing challenging circumstances, with economic pressures and global uncertainties, we remain acutely aware of the enduring importance of ensuring young people have the right skills and positive aspirations for the future.

That's why WorldSkills UK has used this time of change as an opportunity to adapt and grow, finding innovative ways to share our unique global insights to help drive up standards in training to world-class levels, so more young people and employers succeed.

We leveraged global skills best practice, from our bilateral partnerships with other countries and training and methods from our international development programme, to expand our work in professional development for educators in our UK-wide network. This focus on boosting standards has involved mainstreaming world-class training and assessment methods, benchmarking performance data nationally and internationally and delivering online masterclasses and our first major online conference.

And with this network, we developed to ever higher standards the technical and employability skills of young people by reintroducing our national competitions programme. Despite the challenges of Covid, we saw the enthusiasm and resilience of young people, from diverse backgrounds across the UK, as they tested their skills, and we celebrated their achievements in a live online broadcast. Through this, and online careers events focused on digital and green skills, we continued to inspire young people about the benefits of apprenticeships and higher technical education as routes to future success in a changing labour market.

We used global insights to think about the longer term too. At our second International Skills Summit we launched the Skills Taskforce

for Global Britain: a group of business and skills leaders, commissioned to consider what we can learn from other major global economies about the importance of developing a world-class technical skills base to give us competitive edge in helping secure international investment to create high-quality jobs for the next generation in growth sectors such as digital, green tech and advancing manufacturing.

Over the next year, we will focus on growing our network of provider partners across the UK's regions and nations and encouraging more diverse young people to take advantage of the world-class training on offer, so more employers get the high-quality skills they need.

And we will take part in WorldSkills international competition events, enabling us to showcase the best of British skills on the global stage and bring valuable insights back to our UK network, supporting our partners in driving up standards in future skills to help boost productivity and meet changing economic demand.

We give heartfelt thanks to all our partners in England, Scotland, Wales and Northern Ireland for supporting us over the past year and helping us deliver amazing development opportunities for so many young women and men.

We look forward to continuing to work together with you all to build world-class skill systems across the UK to support job creation and economic growth and to help the next generation prosper.

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



Marion Plant OBE,
Interim Chair



Dr Neil Bentley-Gockmann OBE,
CEO

We engaged with
161,000
young people in skills development
and careers advice

We provided over
4,000
educators in technical skills
and education with CPD

We worked with
2,500
partners across education, business
and governments, regionally,
nationally and internationally.

We reached
97%
of all general
Further Education (FE)
colleges in the UK

Raising our game through our achievements and impacts

Throughout the year we focused on delivering high-quality skills for the UK economy by working with employers, educators and young people, using international best practice and benchmarking to raise standards in technical education and apprenticeships.

Our ambition is to use insights and programmes to help develop a world-class skills economy right across the UK, helping businesses grow and supporting the skills development of young people from across UK communities.

During the year we made great progress towards this ambition.

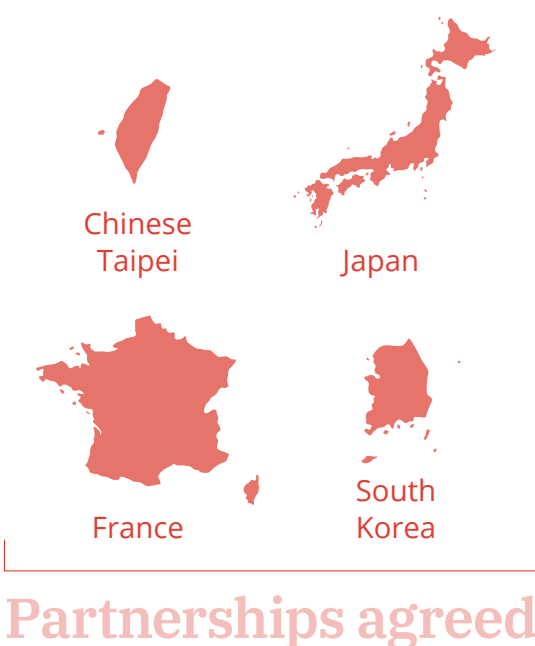
WorldSkills UK is a member of the WorldSkills movement of 85 country and region members connecting two-thirds of the world's population. Together we will support 100 million young people to get ahead with skills by 2030.

Contributing to this target, and despite recent challenges, we have continued to make great progress in engaging young people, achieving 850,000 of our one million goal (2017-22).





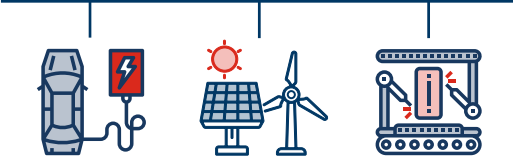
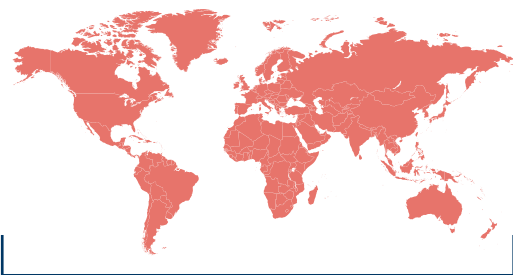
Harnessing and applying international best practice insights to improve standards in UK skills systems



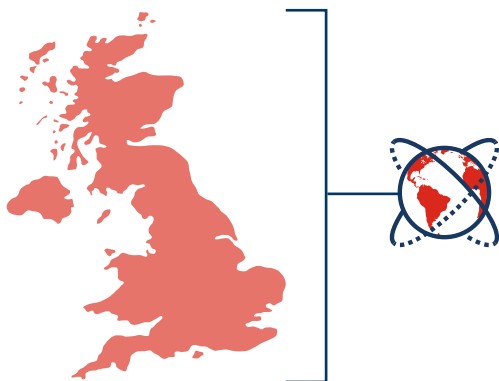
1. Led the way in **sharing global best practice** in technical education and apprenticeships, growing our international skills partnership agreements with mutually beneficial and activities.
2. Provided **support and development** through these partnerships in:
 - research and investigation
 - insights and skill mastery
 - skills development
 - exchanges of best practice.
3. Agreed **partnerships** with Chinese Taipei; Japan; France and South Korea and established formal links with five others: China; Kenya; Finland; Netherlands and India.



International Partner Institutions initiative



Links established across the globe



4. Included a **wide range of activity** in these partnerships from speaking about developing skills excellence at the Chinese Taipei Skills Symposium; contributing to virtual skills training at the South Korean Sustainable Skills conference; and welcoming Technical and Vocational Education and Training (TVET) practitioners from across the world as part of our ongoing continuing professional development (CPD) event.
5. Launched our **International Partner Institutions initiative**, part of our insight activities, which used our partnerships to research curriculum design and exchanges of practice in key sectors such as electrical vehicle maintenance, renewable energy and advanced manufacturing.
6. Delivered 14 'pressure tests', bringing together expertise from 33 WorldSkills member countries to **test the skills of 100 young people** through remote competitions in skills from electronics to IT network systems. Collaborations of nations designed projects and shared best practice in skills development, remote assessment and pedagogical approaches.
7. Ensured UK educators can access **insights driven by international best practice** and in turn support young people to develop the skills needed by the workforce of tomorrow, today, by establishing links between UK-based education institutions and those across the globe using our FE networks.

Case study



Developing potential: Mona Nawaz

One WorldSkills Team UK member set for the WorldSkills international competition in Bordeaux in autumn 2022 is 23 year old Mona Nawaz.

The extensive training period culminated in a selection process which saw Mona's resolve and high skill levels beat off contenders.

A student on an HND course in architectural design and technology at New College Lanarkshire in Scotland, Mona demonstrated strong technical skills, commitment and ambition. She performed highly in WorldSkills UK National Digital Construction Competition in 2019, and was selected to compete to represent the UK. Her resilience and growing skill levels sustained her training despite all the challenges and uncertainties that the pandemic brought. The extensive

training period culminated in a selection process which saw Mona's resolve and high skill levels beat off contenders.

Mona's Training Manager, Michael McGuire, tailored her training to her specific strengths and development areas and worked with her to adapt her programme taking into account her culture and ways of working. He has seen great improvements in her technical skills and a transformation in her ability to focus and control distraction and an increase in confidence.

The skills and competencies that Mona has developed have already led to her being in great demand as a highly-talented employee. Employers have recognised her strong mix of technical and wider employability skills base and her potential, enabling her to use WorldSkills UK training to grow and progress her career with each move."

Mona demonstrated strong technical skills, commitment and ambition.



Working with employers and organisations to support the creation of a pipeline of future workers in skills needed for the UK's economic development



Taskforce for Global Britain



1. Championed **future skills needs** by commissioning independent deep dive diagnostic research reviews to better understand issues and demand for high quality skills in digital and green occupations and jobs.
2. Convened a high-level **independent Skills Taskforce for Global Britain** to look at how the UK could get better at using high-quality technical skills to attract and retain more inward investment to drive job creation and economic growth:
 - ran eight events to inform our work, including roundtables with the Federation for Industry Skills and Standards, Collab Group and a green skills employer group
 - gathered intelligence from 50 plus partners including the Departments for International Trade and Culture, Media and Sport, Number 10 Delivery Unit, the Association of Colleges, Institute for Apprenticeships and Technical Education (IfATE) and CBI
 - published international benchmarking report on high quality skills for inward investment.
3. Engaged with all 60 FE colleges that are members of **Institutes of Technology** and advanced technology partnerships to set up best practice exchanges

Engaged with

60

FE colleges that are members
of Institutes of Technology

Our second International
Skills Summit had

185

attendees including employer,
skills sector and government
representatives

Social media engagements reached

660,000

up from 240,000 in 2020-21

Media circulation reached

131m

up from 104m in 2020-21

with international skills organisations, including Loughborough College/Kenya (sustainable energy), New College Lanarkshire/Korea and Japan (advanced manufacturing); and North Warwickshire and South Leicestershire College and MIRA/Korea (electric vehicle maintenance), supporting the evolution of technical education and the development of a skilled workforce in the UK.

4. Delivered our second **International Skills Summit** in May 2021, with 185 attendees, including employer, skills sector and government representatives to increase the profile and understanding of using international best practice to support quality improvement across the technical education and skills sector.
5. Provided **opinion pieces** in national press including House Magazine/Politics Home 'Global Britain' edition, and FE Week, focused on levelling up and equity, diversity and inclusion, raising the profile of our work helping young people from any background achieve excellence in technical education and the economic importance of building a world-class skills economy.
6. To **support policy and raise our profile in Scotland, Wales and Northern Ireland**, presented our Centre of Excellence programme and how it can help align high-quality skills provision to economic strategies, such as Skills for a 10x Economy with an online event in Northern Ireland.
7. **Built new partnerships** to raise the profile of emerging programmes and ensure the next generation acquires cutting-edge skills for industry, including collaborating with the High Value Manufacturing Catapult on skills foresighting and international best practice.
8. Increased the **profile of WorldSkills UK**; media circulation reached 131m (from 104m in 2020-21) and social media engagements reached 660,000, up from 240,000.



Case study



Meeting employer skills needs: CSL and Fanuc

Building a diverse pipeline of skilled workers is a key challenge for many businesses and prestigious employers have partnered with WorldSkills UK to run competition-based training programmes equipping young people with the skills their industry needs.

As well as embedding training excellence, these programmes build awareness of technical professions highlighting their appeal to a wide range of young people. CSL, a leading telecommunications provider, which invested in our electronic security systems programme and helped shape its content to meet industry standards said.

“Our sector has a lack of engineers, which is a problem for everyone in the supply chain, all the way up to the customer. As a manufacturer for the security industry, we’ve been supporting WorldSkills UK programmes. We know they help to raise the industry’s standards.”

Joe Sheppard
Brand and Marketing Manager, CSL.

FANUC UK, which has partnered on our industrial robotics programme, is also aware of these benefits, which are becoming increasingly apparent in growth sectors of the economy.

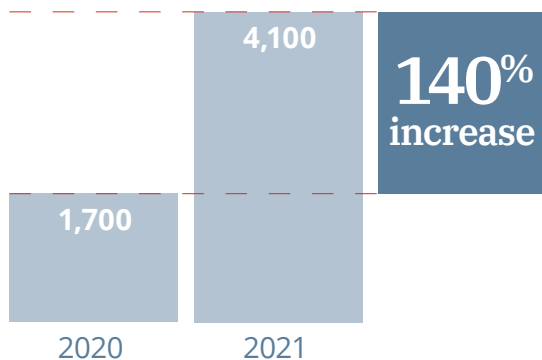
“By working closely with educators and training providers, we ensure the information they’re passing on is up-to-date and relevant. Competitions also showcase the different roles, entry routes and career paths that can be followed in the industry, helping to change outdated perceptions of engineering as only being suitable for men.”

Rachel Kenning
Technical Support Engineer, FANUC.

“By working closely with educators and training providers, we ensure the information they’re passing on is up-to-date and relevant.”



Supporting professionalism of educators in the technical and vocational sector by mainstreaming world-class practice and supporting improvements in the quality of teaching



1. Delivered CPD programmes to **4,100 educators**, compared with 1,700 in 2020, a 140% increase.
2. Provided high-quality development in teaching and assessment skills informed by international techniques through the **Centre of Excellence programme, in partnership with NCFE**, to over 770 educators in 37 colleges and training providers, reaching 16,800 young people in its second year.

Over 90% of educators:

- stated that the training was very or extremely good
- reported a knowledge change from the training
- reported some impact on teaching practice.

The Centre of Excellence was recognised as 'Partnership of the Year' at the Federation of Awarding Bodies Awards for our NCFE partnership.

We reached
16,800
 young people in the second year of
 our Centre of Excellence programme

Delivered
18

best practice exchanges involving
international educators from

36
countries

Innovation Network created
a community with

165
educators from

46
colleges

We reached over

1,220
educators in

835

organisations through our
first online LIVE CPD event

3. Delivered **18 best practice exchanges** that shared international learning and good practice from 40 international educators from 36 countries enabling 200 educators to gain insights from countries from Brazil to Thailand and New Zealand to Saudi Arabia. Skills included: aircraft maintenance; digital construction; mechanical engineering CAD; electronics; cyber security and health and social care.
4. Created a community of best practice programme through our **Innovation Network** with 165 educators from 46 colleges, providing knowledge and tools to embed skills excellence in teaching and assessment, share best practice and benchmark performance:
 - sessions covered equity and diversity, international standards, the future of skills and international collaboration and best practice
 - 100% of respondents found sessions were relevant, useful and they benefitted from knowledge-sharing by expert speakers.
5. Reached over 1,220 educators in 835 organisations through our first ever **online LIVE CPD event in partnership with ETF**, to develop excellence in teaching and training. Survey results four months after the event demonstrated a lasting impact:
 - 88% educators said it motivated them to make changes to improve their professional practice
 - 83% said it had improved their expertise and knowledge of the latest innovations in their subject area.
6. Developed **technical standards** to improve teaching, training and assessment, evident, with our training network contributing to developing over 40 standards and qualifications, such as through membership of IfATE panels for care services and digital pathways.





We engaged over
770
educators and
16,800
young people in promoting
skills excellence

Focus on: Centre of Excellence

This year we progressed to the second year of our award-winning¹ programme, in partnership with NCFE. 100 educators from 20 institutions benefited from our unique insights into skills excellence underpinned by international best practice in year one and we enrolled a further 61 educators from 17 institutions. Within this, we rolled out a collaborative model to share sector specific best practice across the six colleges in Northern Ireland.

We continued to promote the reputation of the programme and champion technical skills excellence, achieving media circulation of over 16 million and over 10,000 social media engagements.

During 2021-22, institutions from year one initiated a supported skills and knowledge cascade, disseminating the techniques pioneered by WorldSkills UK to wider educator teams across their organisations.

We engaged over 770 educators and 16,800 young people in promoting skills excellence and world-class practices such as competition-based teaching, embedding excellence and resilience-building through mindset coaching.

We widened our reach by developing free online CPD resources through our Skills Development Hub, introducing educators from outside the programme to our excellence framework methodology and associated teaching practices.

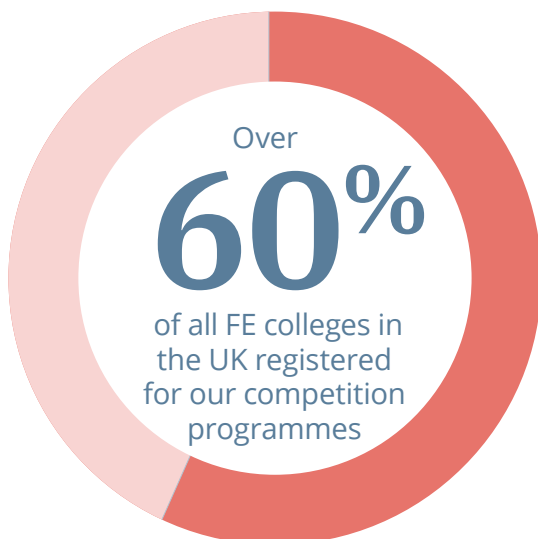
Our independent evaluation of the programme returned overwhelmingly positive responses.

- over 80% of the educators reported they had increased their knowledge of raising standards in TVET
- 83% reported an increase in their motivation to improve their teaching practice
- 75% increased their understanding of the latest innovations in their technical areas and were already seeing the impact on learners.

¹ Collaboration of the Year: Federation of Awarding Bodies Awards 2021



Improving the skills development of young people through competition-based training nationally and internationally



1. Delivered a **national skills development programme:**

- 3,100 registrations for competition programmes from 290 organisations, including over 60% of all FE colleges. Registrations from Wales and North-West England increased from 2020, making up 32% of the total. Registrations in STEM, digital and advanced construction skills increased by 6%
- skills of 3,600 young people were assessed against national and international standards of excellence through face-to-face and online competition-based training programmes
- 465 young people took part in live National Finals Competitions across 22 venues in 63 competitions



31 to 41%

The rise of young women participating in the national programme

Provided online training in technical, mindset and professional skills for

3,100

students and

100

apprentices from

400

organisations

- 97% of National Finalists felt inspired by taking part in the programme and 90% said that skills learnt could be applied to education, work or other parts of their life
- 97% of National Finalists felt that the competitions programme had improved their technical skills and 93% agreed that their personal and employability skills had improved
- National Finalists told us that problem-solving, communications, raising aspirations and listening were skills most improved by taking part in the programme

2. Provided online training in technical, mindset and professional skills through our **Skills Development Hub** for 3,100 students and 100 apprentices from 440 organisations, helping them develop a competitive edge resulting in over 70% saying their technical skills had improved as a result.

3. Improved participation of young people in four UK colleges across the competition development programme and promoted technical education and apprenticeship routes through our **Inclusivity in Excellence project**.

4. Developed the skills of 100 young people seeking to represent the UK in 39 skills in future global competition events through our **international development programme**:

- 100% agreed that their technical skills had improved from being part of the UK's elite group of young people
- 54% of young people were apprentices.





Focus on: Equity, diversity and inclusion

We progressed our activities to improve representation of underrepresented groups in our competition-based training programmes, so that more young people, regardless of background or characteristics, can benefit from life-changing opportunities.

Our Inclusivity in Excellence pilot programme with four colleges in England improved access to skills and competition-based training, including through supporting them to use our programme as a platform for change and to link more with local communities and diversify recruitment.

Our Inclusivity in Excellence pilot programme with four colleges in England improved access to skills and competition-based training.

133 entries in the eight award categories

Our Equity, Diversity and Inclusion Advisory Group remained integral to driving our vision and is chaired by Marion Plant OBE, Principal and Chief Executive of North Warwickshire and South Leicestershire College and our Interim Chair. We agreed a set of key performance indicators focusing on sharing best practice and increasing participation of competitors from underrepresented groups. The group's third year ended on a high, with a massive 133 entries in the eight award categories of our annual Equity, Diversity and Inclusion Hero Awards.

A more diverse and inclusive group took part in skills competition programmes compared with the previous year; we saw rises in participants from ethnic minorities (8% to 9%); young women in the international competitions programme (18% to 28%); and young women in the national programme (31% to 41%).



Advocating to young people to increase the prestige, awareness and aspirations in technical and vocational education and careers

55,230

secondary age students provided with high-quality careers information encounters through our resources and activities

87%

improved their knowledge of technical and vocational training

1. Provided **55,230 secondary age students** with high-quality careers information encounters through our resources and activities. 87% believed these improved their knowledge of technical and vocational training.
2. Delivered two **Spotlight events**, on digital careers and green skills, with inspirational speakers motivating and engaging young people to pursue technical routes, reaching over 11,000 young people in 320 schools and colleges. 86% of young people gained knowledge to support their progression into technical routes.
3. Increased our **media reach to young people** to 88,000 social media/web engagements. A growth of 24% on 2020-21.
4. Provided **10 new careers advice resources** including training, videos and workshops featuring young role models in technical careers, helping increase our engagement with young people via online tools to over 30,000.

Case study



Growing engagement: Weston College

Weston College, a large FE college in South-West England has strengthened its engagement with WorldSkills UK, using the WorldSkills ethos to realise its commitment to raising standards and achieving excellence. Over the past two years, it has increased and embedded activity in competition programmes and become a leading member of the WorldSkills UK/ NCFE Centre of Excellence programme:

- substantially increased the number of learners taking part in competition programmes (13 in 2019 to 62 in 2021)
- expanded the range of curriculum areas involved
- feedback on competition practice is used to improve standards and help learners develop the skills employers need.

The college's participation in the Centre of Excellence programme in 2021 led to competition best practice being rolled out across the college through diverse routes from all staff sessions to small group teach-ins. The new tools and practices 'of going beyond the qualification' have been integrated into the CPD programme and mainstreamed across curricula.

The core techniques of 'moving from competence to excellence' and pressure-testing have been adopted as key mechanisms to raise standards. The college uses its strong links to industry to ensure the approaches are in line with the skills employers need. The college is now looking at how they can be used to improve the teaching of higher education and exploring how they can be incorporated into the WorldSkills UK Centre of Excellence programme, supported by NCFE.

As a result of engaging with us, educators have recognised competition programmes and practices as a significant tool to raise technical skill levels and better equip young people to meet employers' needs.

13 to 62

Weston College's increase in learners taking part in competitions in 2019 compared to 2021



Focus on: Building sustainable partnerships

In November 2021, WorldSkills UK partnered with the Education and Training Foundation (ETF) to deliver a major CPD event to over 1,000 technical and vocational educators.

The event applied global insights to mainstream international best-practice in pedagogy, as well as key growth sectors such as digital construction, industry 4.0 and IT. We ensured the training responded to the needs of the economy, partnering with leading organisations in the skills sector, including Autodesk, Electude, Palo Alto Networks and Siemens. By combining our global insights with partners' knowledge of industry requirements, we co-developed sessions to raise the standard of technical education, helping to support the delivery of apprenticeships and T Levels.

Alongside discussion-based sessions, we delivered live technical masterclasses, featuring practical demonstrations from industry experts, supplemented by on-demand learning resources. These involved taking an informed look at world-class quality and identifying the gaps between international best-practice and the UK systems.

The event provided value for educators and partners; the latter being able to communicate their skills needs to attendees from colleges and training organisations, so that teaching can reflect the skills required by the UK economy. To add further credibility, our content was endorsed by awarding body NCFE, recognising participation with a digital credential. 91% of attendees agreed it was valuable to hear from industry partners, highlighting collaborative working as a positive change in the professional development landscape.

“We are thankful to be engaged in WorldSkills UK’s first CPD Event. This new, scalable format enabled educators across the UK to apply the latest international best practice to their curriculum.”

Philipp Mueller
Global Partnership Manger, Autodesk Inc.



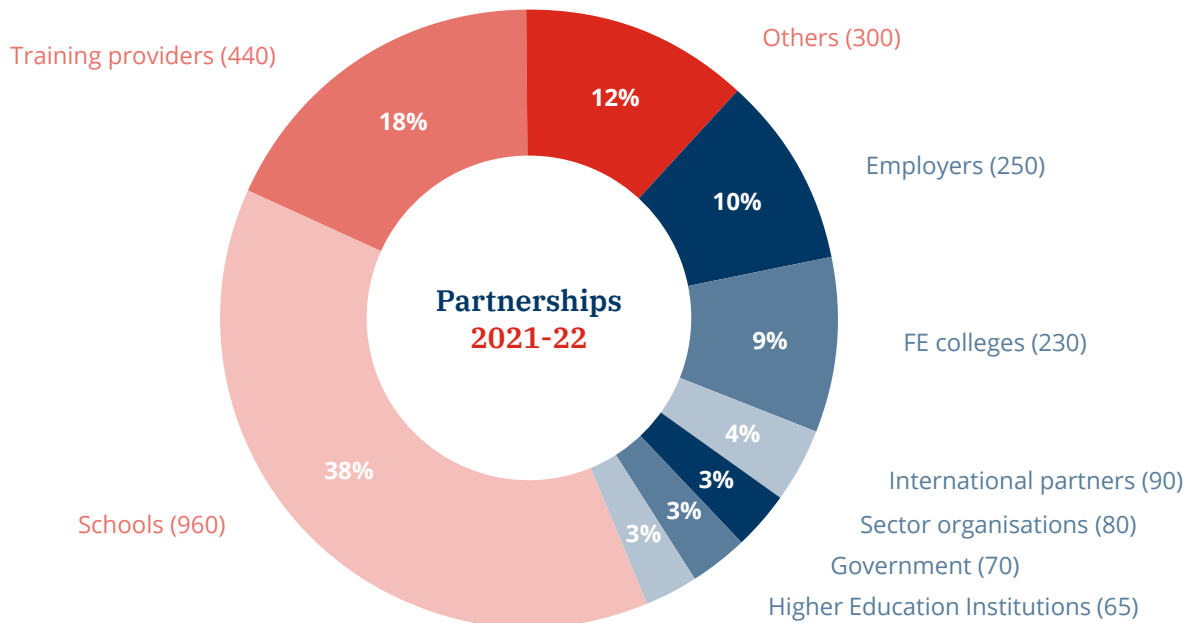
Core partners and supporters

Working with our network

2,485

partners and supporters

We are proud to work with a wide range of partners who play an integral role in helping us achieve our objective of developing the skills of more and more young people from all backgrounds and improving their access to high-quality technical careers.





Key partners

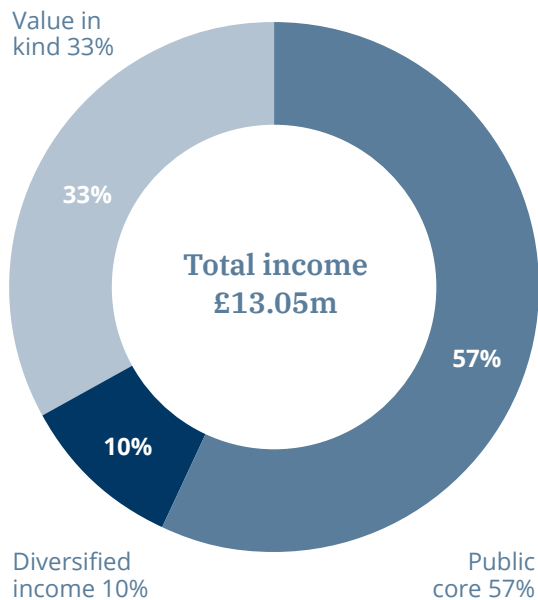
AECOM
Air Products
Association for Care, Training, and Assessment Networks
Association of Apprentices
Association of Colleges
Association of Colleges Sport
Association of Employment and Learning Providers
Association of Professional Landscapers
Autodesk
Aviva
BakerHicks
BCS, The Chartered Institute for IT
Bircham Newton NCC
Black Country & Marches Institute of Technology
British Council
British Florist Association
Cambrian Training
Cardiff & Vale College
CBI
Cheshire College
City of Glasgow College
CJ Tech
Coca-Cola Europacific Partners
Coleg Cambria
College Development Network
Colleges Scotland
Complete Forensics
Construction Industry Training Board/SkillBuild
Craft Guild of Chefs
CSL
Collab Group
Dell Technologies
DMG MORI
Education & Training Foundation
Electude
Engineering Skills Competitions CIC
EY
FANUC
Festo Didactic
Forfusion
Gatsby Foundation
Glasgow Clyde College
Goldsmiths' Centre
Gower College
Hikvision
HMS Sultan
Huawei
Inspiring Skills Excellence in Wales
Institute for Apprenticeships and Technical Education
Institute for the Motor Industry
Institute of Physics
Jisc
Kaplan
Learning and Work Institute
L'Oréal
Mace
Make UK
Mastercam
Media City
Middlesex University
Myerscough College
National Careers Week CIC
NCFE
New College Durham
New College Lanarkshire
North Warwickshire & South Leicestershire College
Northern Ireland Executive
Northumberland College
Offshore Renewable Energy Catapult
Omron
Palo Alto Networks
PwC
Rolls-Royce
Royal Aeronautical Society
Royal Society of Chemistry
Siemens
Skills for Security
St. Modwen
STEM Learning
Texecom
The Careers & Enterprise Company
The Manchester College
Toyota Manufacturing UK
Warner Group UK Ltd
Welsh Government
Weston College
Youth Employment UK

Funding and resourcing

Funded by

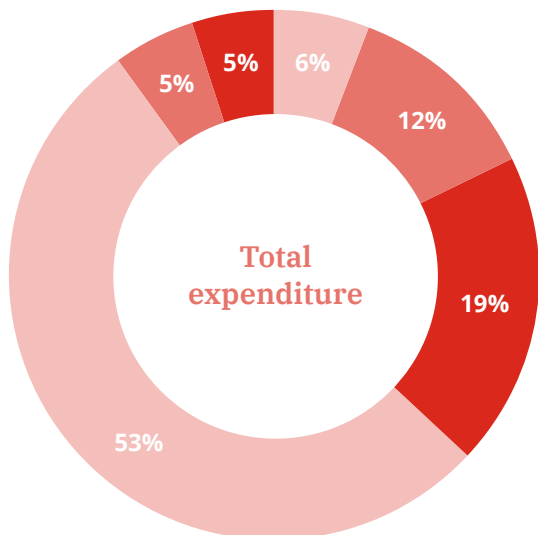


Department for Education



After a period of much uncertainty and change, we had a successful year financially, with a diversified product range and new partnerships alongside a return to more established activities such as national competition programmes. We leveraged significant funding and resources against our grant income from the Department for Education (DfE), including from commercial and partner organisations, and other UK governments.

Our balance of funding is currently 57% core DfE grant funding versus other income, demonstrating the significance of non-core investment, which is from a mix of well-established and effectively-maintained relationships with businesses and providers, and a growing number of recent investment partnerships based on the value and relevance in our expanded product range and our growing impact.



We progressed a number of initiatives in conjunction with funding partners during the year, especially in relation to FE workforce development, including the Centre of Excellence in partnership with NCFE and Innovation Network, our major online CPD event and digital resources to raise standards in teaching and learning.

We brought in over £5.6m of diversified income, including more than £1m of direct cash income and £4.3m in co-investment of resources, materials and equipment. This co-investment was achieved through significant funding and resource contributions from colleges and employers.

An additional £1.7m was funded by governments and educational organisations in the in Scotland, Wales and Northern Ireland to enhance the impact of our work.

We are in a strong position for future growth and further diversification of funding. We have a clear focus on improving quality and standards in technical education and skills to better meet future economic demand applying international best practice. And we are developing programmes and products to increase the impact and reach of our activities and add more value to the technical education system.

- Skills inspiration 5%
- Sector engagement and partnerships 5%
- Transferring international best practice 6%
- Workforce development 12%
- Skills development (international) 19%
- Skills development (national) 53%

Note: Co-investment (value in kind) calculations are estimates based on information from donor partners. This amount is included in the income and expenditure charts above.

WorldSkills UK is an independent charity and a partnership between employers, education and governments. Together, we are using international best practice to raise standards in apprenticeships and technical education so more young people and employers succeed.

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