

REPORT ON THE 43RD WORLD SKILLS CHAMPIONSHIPS OF WORLD SKILLS INTERNATIONAL (WSI) IN SAO PAULO, BRAZIL FROM 11TH TO 16TH AUGUST 2015



“The Eagle has landed!!!” – The national skills team at the entrance of the Ibirapuera Gymnasium , Almeida Complex, Sao Paulo - Brazil for the Closing Ceremony of the 43rd World Skills Championships, at which Zambia participated for the first time.

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World Skills Zambia (WSZ) is a special purpose vehicle which anchors Zambia's membership to World Skills International, and acts as a link to the international skills standards resource base with potential for improved quality of life through industrialization and enhanced international trade competitiveness. It is established under the Societies Act as a Professional Non-Governmental Organization. The application for membership to World Skills International (WSI) and the subsequent establishment of World Skills Zambia was made possible through the close collaborative efforts of the following institutions:

- a) Engineering Institution of Zambia (EIZ);
- b) National Council for Construction (NCC)
- c) Road Development Agency (RDA);
- d) Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)
- e) Zambia Information and Communication Technology Authority (ZICTA)

Government support came by way of the then respective parent ministries of the five (5) institutions; namely:

- a) Ministry of Education, Science, Vocational Training and Early Education (MESVTEE);
- b) Ministry of Transport, Works, Supply and Communication (MTWSC).

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1.0 INTRODUCTION

This Report has been prepared to capture and share some important information and experiences pertaining to Zambia's participation in the 43rd World skills championships of World Skills International (WSI) which was held in Sao Paulo, Brazil, from 11th to 16th August 2015. The event involved 1,189 competitors and covered fifty (50) skill areas. The country participated through World Skills Zambia (WSZ), a professional Non-Government Organization which was established as a special purpose vehicle to accomplish the following among other things:

- a) anchor Zambia's membership to World Skills International within the framework of the latter's constitution;
- b) provide Zambia with access to international standards pertaining to the technical, entrepreneurship, and innovation skills development underpinning quality and labour productivity competitiveness of the national economy;
- c) act a platform promoting experience or skills practice based career exploration and open learning opportunities for all age groups;
- d) provide a platform for targeted technology transfer training to support Government programmes such as:
 - i) introduction of TEVET in the Secondary school system;
 - ii) social-economic empowerment of out of school youths;
 - iii) the Industrialization and Job Creation Strategy;
 - iv) agricultural production and agro-processing;
 - v) climate change resilience and adaptation capacity development;
 - vi) local design and/or manufacture of learning and/or play materials for all levels of the education and skills development system;
 - vii) infrastructure development and maintenance;
 - viii) inclusive and affordable health service provision - *through equipment maintenance, complemented by local design and/or manufacture of some diagnostic equipment or health facility fixtures;*
 - ix) tourism development through local design and/or manufacture of tourist souvenirs and corporate gifts;
 - x) value addition of natural resource endowments such as gemstones through jewelry design and manufacture;
 - xi) positioning Zambia as a regional trade broker or facilitator for energy, communication, transport and logistics services;
 - xii) decentralization of Government/public sector services;

Zambia was admitted to the membership of World Skills International, in September 2014 during a WSI General Assembly held in Lucerne Switzerland. The application for membership was done through a collaborative process which was led by the following institutions with support from their respective parent Government Ministries. The institutions were as follows:

- a) Engineering Institution of Zambia (EIZ)
- b) National Council for Construction (NCC)
- c) Road Development Agency (RDA)
- d) Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)
- e) Zambia Information and Technology Authority (ZICTA)

The concerned Government Ministries were as follows:

- a) Ministry of Education, Science, Vocational Training and Early Education (MESVTEE)
- b) Ministry of Transport, Works, Supply and Communication (MTWSC)

Zambia's engagement with World Skills International with regard to country membership, started during the 43rd World skills championships which were held in Leipzig, Germany. Zambia has sent an observer team through the Engineering Institution of Zambia. This was followed by formal application for membership in the Associate category. One (1) national skill competition was held as part of the membership application process. Competitors consisted of students drawn from TEVETA registered training institutions. Prior to this the National Council for Construction (NCC) had been running national skills competitions for bricklaying and carpentry since 2007 in partnership with a number of stakeholders from Government, professional bodies, training institutions, and the private sector. This skills competition system had actually established a bridgehead for subsequent application to WSI.

Following admission to WSI, World Skills Zambia was then legally established under the Societies Act through the same collaborative partnership. A Constitution of World Skills Zambia was subsequently adopted, which among other things provided for a Board of Trustees to govern the institution. Membership of the Board included the Chief Executive Officers of the five (5) collaborating institutions. Once constituted, the Board resolved that Zambia should send a team to the 43rd World skills championships which were scheduled to be held in Sao Paulo, Brazil.

World Skills International is an organization whose existence and activities are defined by the following Vision and Mission:

- a) Vision

Improving our world with the power of skills.

b) Mission

To raise the profile and recognition of skilled people, and show how important skills are in achieving economic growth and personal success.

As an affiliate of WSI, World Skills Zambia has also adopted the Vision and Mission of WSI. The flagship programme for WSI is the international skills competition which are held every two years in member countries every two (2) years. The competitors for these international skills competitions are selected through national skills competitions of member states. These competitions be it at national or international levels, bring together industry, government, professional bodies, and Technical and Vocational Education Training (TVET) organizations. Apart from skills competitions, WSI also runs programmes under the following strategic themes:

- a) Advocacy;
- b) Education and Training;
- c) Research;
- d) Career awareness;
- e) International Cooperation and development;

The origin of WSI is traced to Spain; it has been reported that in 1946 just after the end of the Second World War the country had a high demand for skilled workers. The then Director General of the Spanish Youth Organization¹ had ***“an insight that it was necessary to convince youth, as well as their parents, teachers and prospective employers, that their future depended on an effective vocational training system.”*** Subsequent consultations with some key stakeholders resulted in their collective conclusion that ***“the most suitable solution was apparently to promote a competition.”*** Spain is reported to have held its first national skills competition in 1947 which attracted about 4,000 apprentices from mechanical trades. The country went on to introduce an international element when they invited Portugal onto the idea and went on to hold a competition involving twelve (12) apprentices from each of the two respective countries. This competition attracted a number of observers from other countries. The result was that in 1953 the first international competition was held at the invitation of Spain, and involved youth from the following countries: Germany, Great Britain, France, Morocco and Switzerland. The organization had since grown into an organization with 72 members at the time of Zambia’s admission. Zambia became the 71st member.

The 43rd World Skills championship was organized by SENAI under the auspices of World Skills Brazil in partnership with World Skills International. SENAI in the Portuguese language stands

¹ http://www.worldskills.org/index.php?option=com_content&task=view&id=17&Itemid=453

for: **Serviço Nacional de Aprendizagem Industrial**. The English language interpretation is: *National Service for Industrial Training*. It is reported to be:” ... a network of not-for-profit secondary level professional schools established and maintained by the [Brazilian Confederation of Industry](#) (a patronal syndicate).”² SENAI anchors Brazil’s membership to World Skills International, and as such was heavily involved in the organization of the skills competition

1.1 **Zambian Delegation to the 43rd World Skills Championships**



Zambian skills team to the 43rd World Skills Championships held in Sao Paulo, Brazil 11th to 16th August 2015. L-to-R:

- **Cassiano Kawana** – Bricklaying (*Bricklaying student Choma Trade Training Institute, Choma*)
- **William B.J. Mbewe** – Concrete Construction team (*Carpentry - Grade 11 pupil – two tier Secondary School system - Chipata Trades Training Institute, Chipata*)
- **Osward Kabwe** – Carpentry (*Carpentry Student – Lukashya Trades Training Institute, Kasama*)
- **Innocent Sichula** – Concrete Construction team (*Bricklaying student – Mobile Mission Vocational Training Center, Ndola*)

The Zambian delegation to the 43rd World Skills Championship consisted of twenty nine (29) delegates as listed in Appendix 1. The photo above shows the students who made up the Zambia skills team. The photos on the next page shows some members of the delegation which had accompanied them to render moral, material and parental support.

² <https://en.wikipedia.org/wiki/SENAI>



Part of the Zambian Delegation arriving at the official opening ceremony at the Ibirapuera Gymnasium

L-to-R: Eng. Charles Mushota NCC CEO, Kenneth Sichinga – Manager Training Systems Development TEVETA, Martin Kasonso – Training Manager NORTEC, Thomas Matandala – Director Human Capital ZICTA, Pontiano Kaiche – Consultant-Trainer NCC, Margaret Chalwe Mudenda Vice Board Chairperson World Skills Zambia & ZICTA DG, Eng. Bernard Chiwala WSI Official Delegate & President EIZ, Emmanuel Nswana – WSI Bricklaying Expert & EIZ Council Member, Chileya Seleta Development & Staff Welfare Officer ZICTA, David Chakonta Board Chairman World Skills Zambia & DG TEVETA



Zambian delegation members in the Competition arena at Anhembi Park. **L-to-R:** Ms Prudence M. Tembo – Team Leader/Senior Training Officer National Council for Construction (*Back to the camera*), Mrs Monica Kaniini – Principal Lukashya Tardes Training Institute, Mr Martin Kasonso – Training Manager Northern Technical College, Mr Tom Kampamba – Principal Choma Trades Training Institute, Mr Field Simwanda – WSI Communication Officer, Mr Patson Chilemba – First Secretary Press – Zambian Embassy in Brazil.



Zambian delegation members in the Competition arena at Anhembi park. **L-to-R:** Field Simwanda WSI Communication Officer & EIZ Council Member, Martin Kasonso – Training Manager NORTEC, Duncan Ngoma – EIZ Council Member, Mr Tom Kampamba – Principal Choma Trades Training Institute, Mrs Monica Kaniini – Principal Lukashya Trades Training Institute, Mrs Mirriam Mwale – Principal Chipata Trades Training Institute, Mr Kasambwe Muswala – Senior Engineering Manager, RDA.

1.2 Scope of Participation

1.2.1 Countries

A total of sixty five(65) WSI member countries out of seventy five (75) participated in the 43rd World Skills Championships. Only six (6) African countries are members of World Skills International and were represented at the Championships. These were:

- a) Morocco;
- b) Namibia;
- c) South Africa
- d) Tunisia,
- e) Zambia

1.2.2 Skill areas

The competitions covered forty five (45) existing skill areas as detailed in Appendix 2. These were complemented by five (5) new skills which were being demonstrated for the first time with a view to adopting them and adding them to the portfolio of WSI competitions for the 44th competition scheduled for Abu Dhabi in 2017. These were as follows:

- a) Sheet metal technology;
- b) Concrete construction work;
- c) Bakery;
- d) Industrial Mechanics/Millwright
- e) Heavy Vehicle Maintenance

1.2.3 Number of Competitors and visitors

The total number of competitors was 1,189. The biggest number in the history of WSI. The first international competition in 1950 is reported to have had only twelve (12) competitors³. The event attracted about 250,000 – the majority of whom were pupils and students from Sao Paulo based schools.

2.0 COMPETITION ARRANGEMENTS AND ORGANISATION

2.1 Pre-Competition Preparations

Zambia's pre-competition preparations involved the following activities:

- a) The World Skills Zambia Board resolved to participate in the following skill areas:
 - i) Bricklaying;
 - ii) Carpentry
 - iii) Concrete construction work (**NB.** *A new skill demonstration team event involving a Bricklayer and a Carpenter*)

Note: *As an Associated member Zambia was only permitted by the WSI Constitution and Competition Rules and Regulations, to participate in two (2) skills areas and one new demonstration skill, and was not eligible for any medal award. Full membership has no limits on the number of skills and qualifies a member country to receive medals for merit performance in line with set standards or criteria.*

- b) participation in South Korea's national skills competition at which they were selecting their team. One expert from World Skills Zambia represented the country. This was at the invitation of World Skills Korea – a department in the Human Resources Agency Korea. (**Note:** *The Agency is one of the specialized technical units under the Prime Minister's office*)
- c) selection of the national skills team. The team was selected from a short list of the top five (5) performers in bricklaying and carpentry from the two (2) national skills competitions held in 2014;
- d) participation in the Competition Preparation week in Sao Paulo, Brazil for the technical team members;
- e) participation as observers in the national skills competition for South Africa at the invitation of World Skills South Africa;
- f) participation in online country preparedness assessments. This covered the following WSI roles: Technical Delegate, Competitors, Skill Experts, and WSI Official delegate.

³ Competition Handbook - 2015 43rd World Skills championships (pg. 9)

100% score by competitors was required for a country to be officially invited to participate in the competition;

- g) reservation of accommodation for the official team and observers;
- h) public audience skills practice for the competitors. This was done as part of the Zambia International Trade Fair Exhibition;
- i) procurement and dispatch of tool boxes to Sao Paulo, Brazil;
- j) pre-departure skill practices and mentoring;
- k) procurement of insurance cover for competitors to be allowed in the competition arena;

2.2 Competition Programme Structure and activity summary.

2.2.1 Competitor Activities

The skill areas competed were fifty (50) in the following groups or categories:

1. Construction and Building Technology (13 skills);
2. Creative Arts and Fashion (5 skills);
3. Information and Communication Technology (5 skills);
4. Manufacturing and Engineering Technology (15 skills)
5. Social and Personal services (7 skills)
6. Transport and Logistics (5 skills)

The Competition was hosted at Anhembi Park which was reported to be the largest exhibition center in Latin America with a total area of 400,000 square meters. The 43rd World skills championship occupied 213,000 square meters. The floor space layout was zoned according to the skill area, and within each arena or work area each competitor had a workstation prepared in line with the number of test projects set for the competition. Complementary to the work areas, there was also floor space for skill exploration activities mainly targeting school children WSI industry partners and sponsors

2.2.2 Technical Team structures and Activities

The Rules and Regulations of World Skills International guided the conduct of the various actors in a Skill practice workshop area. Each skill and Workshop area had two Jury Presidents – a senior one and a Junior one. Eng. Francis Mwape WSI Technical Delegate for Zambia was one of the two Jury Presidents for the Floristry skills competition. Each team of Jury Presidents was supported by a Chief Expert and a Deputy Chief Expert. The next layer of support consisted of Experts and Team Leaders.

There was a total sixty four (64) sponsors for the competitions. Table 1 provides a statistical summary by category of sponsors.

Table 1: Sponsorship categories and pattern summary.

S/n	Sponsorship Category	No.	Remarks
1	Master Sponsor	6	Two of the six (6) Master sponsors were non-Brazilian international companies; namely: Samsung, and Stanley-Black & Decker
2	Gold Sponsors	18	The majority were international companies
3	Silver Sponsors	21	
4	Bronze Sponsors	19	
Total:		64	

2.2.2.5 Visitor Experience Activities

This was organized under the theme: **“Get to know the skills”**. The activities were mainly targeted at the school going age groups. Appendix 2 gives the details of skills areas under each skill area group. According to WSI President Simon Bartley, ***“the Visitor programme was designed with a purpose of providing personal appreciation of what it takes to design, build, and make something workable, sustainable, and aesthetically pleasing.”*** Each Skill workshop had a **Knowledge/Information Spot** where there was someone to provide explanation with the help of computer screen video shows which had been set up for the purpose. The following Exhibitions were part of the visitor experience:

- a) Members of World Skills International (17 countries)
- b) 3M’s Listen Up (**Note: 3M is an American Company renowned for being innovative; it is the company which among other things invented the now popular “Post-It slips”.** During the company’s industry presentation at the Championships, they indicated that their policy was that in any given financial year, **30% of their sales** must come from products which were five years old and below)
- c) American Welding Society
- d) Nestle
- e) Digital Challenge
- f) Virtual Tour of the World Skills Experience;
- g) Robotic Festival;
- h) SENAI Mobile Training/Assessment Units – *which were used to offer short duration courses for locations which had no SENAI schools;*

During the closing ceremony, the estimated total visitor numbers announced was around 250,000.

Some Knowledge/Information Spots were provided by industry sponsors and focused on emerging and future skills. Typical examples included:

- a) Auto Desk – the manufacturers of Computer Aided Design software;
- b) Samsung
- c) SENAI
- d) 3 M in partnership with SENAI;

2.2.2.6 One School and One Country

This was a Programme where each country delegation was paired with a local school in Sao Paulo. Zambia and Namibia were grouped together and visited one school. The aim of the Programme is integrate pupils and educators in the hosting country with visiting competitors.

2.2.2.7 General Assembly

The General Assembly is the policy making and highest structure in WSI. Two General Assembly meetings were held during the Competition. At the start of the Competition at which one of the Agenda items was to select the hosting country for the 45th World Skills championships in 2019. France and Russia were the countries competing. The campaign was very tight. Both countries brought their respective Presidents via Video links. Russia went further to even bring in Cosmonauts from their space station. The vote went in Russia's favour. The city in question was Kazan. The second General Assembly was convened to approve the results before the Award ceremony. Results in Computer Numerically Controlled (CNC) machining were deferred on technicality to the following week.

3.0 Country Performance Highlights⁴

South Korea topped with twelve Gold Medals; overall they won thirty eight (38) medals. Host country Brazil however, performed very well. It was second to South Korea on the Gold medal table, but was number one with respect to the total number of medals. They had eleven (11) Gold medals; overall they won forty six (46) medals. China took the third place with four (4) Gold medals, and an overall medal count of twenty five (25). Table 1 below shows the distribution of medals for the top three countries.

Zambia's performance could not match the seasoned international competitors from other parts of the world. Since this was the inaugural competition, there were a number of inadequacies, but the competitors as well as skills experts acknowledged having learnt something important through the participation.

⁴ <https://www.worldskills.org/what/competitions/wsc2015/results/>

Table 1: Top three (3) Medal winning countries

Rank	Country	Medals				
		Gold	Silver	Bronze	Medallion of Excellence ⁵	Total
1	South Korea	12	7	5	14	38
2	Brazil	11	10	6	19	46
3	China	4	6	3	12	25

3.1 Best of Nation

The Best of nation award was given to Cassiano Kawana the Bricklaying competitor.

4.0 Some Key Lessons and observations for Zambia

The following statements summarize some of the key lessons from the World Skills championships:

1. The world was not waiting for anybody (*or country*) in as far as developing and banking essential technological skills underpinning international trade competitiveness and national development, in age group 15 to 22years was concerned. Countries had drilled their competitors over the two (2) year period after the previous competition in 2013, in Leipzig, Germany. The story of Team UK attached as Appendix 8 confirms this practice;
2. Zambia's entry into the membership of WorldSkills International is timely. It was very apparent that Skills Competitions provide a special purpose vehicle for Government, industry, professional bodies, training institutions and secondary schools to work together for youth empowerment in an economy through skills tests referenced to industry standards;
3. The Zambian construction industry was lagging behind in some tool technology systems. Some items on the required tool box lists could not be found with local suppliers. The implication was that this weakness was also being transferred to the TVET Curriculum development or review processes;
4. Skills competition systems were recognized as part of strategic national TVET development initiatives by a number of countries. For example, World Skills Sao Paulo was integrated in the operational structures of Senai their TVET conglomerate. With regard to South Korea, World Skills Korea was reported to be a Department of the Korea Huma Resource Development Agency, under the Prime Minister's office. The UK team

⁵ During the World Skills Brazil, Medallions of Excellence were awarded for performance of 500 or more points, where a competitor has not qualified for a medal)

which went to Sao Paulo for example, are reported to have received personal letters from their Prime Minister (*Ref.: Appendix 8 – page 35*);

5. The Zambian delegation received offers for capacity development for the next competition from various sources including the competition floor. Among these were WorldSkills Canada for Air Craft Maintenance, World Skills German for concrete construction work;
6. Zambia's membership of World Skills International (WSI) will eventually become a factor in Foreign Direct Investment decision, as the WSI brand will reflect the world class quality of skills present in the Zambian economy. This should equally open up opportunities for skills export trade;
7. A number of industry sponsors at national and international levels were using skills competitions for product development and testing as well as developing future customer pipelines, through exposure to tools and equipment technology systems; and thereby ensuring a skills legacy development and maintenance system for target economies or markets.

5.0 Postmortem Meeting Summary

World Skills Zambia organized a Post-Mortem meeting which was hosted by the Zambia Information and Communication Technology Authority (ZICTA) on 5th October 2015. Consensus was that it was worthwhile to have participated even though the clock towards the Sao Paulo competition was already ticking when Zambia was admitted to the membership of World Skills International. Preparations were inadequate for the desired levels of WSI performance standards. There is need for a permanent staff to organize and run the World Skills Zambia Secretariat if the competitions have to involve schools and TEVET institutions with respect to the local situation. This should in the initial formative phase, with backstopping support from the founding institutions. With regard to the international relations with World Skills International preparations for Abu Dhabi have already started so permanent staff for the Secretariat will be key in tapping into resource network available within the WSI fraternity. Having learnt of how countries from developing countries such as South East Asia and Brazil, were using Skills competitions for industrialization and national development, there should be advocacy for mainstreaming them into national Government programmes. As a matter of urgency, Zambia's membership class must be escalated from Associate to full membership. Associate membership class limits competition participation to a maximum of three (3) skills, without eligibility for a medal in the top four categories of: Gold, Silver, Bronze and Medallion of Excellence.

6.0 Benefits of participating in Skills Competitions

A study by a consortium of Universities which included Oxford Universities⁶ identified the following to be among the benefits which accrues from participating in national and international skills competitions:

- a) development or improvement of technical skills;*
- b) being more productive in an enterprise, and by potentially increasing the productivity of other workers through peer role modelling;*
- c) some contestants become self-employed and thereby may create jobs and economic opportunities for others;*
- d) raising productivity and/or quality standards of the employing organization;*
- e) improved profile of the occupation/career and/or industry to which a particular skill belongs;*
- f) enhanced prestige of the colleges whose students win medals;*
- g) competitors can influence the aspirations and attitudes of friends and family;*
- h) the wider public can gain a greater appreciation of high-quality vocational education by attending skill shows and competitions. This can improve the image and attractiveness of vocational education and apprenticeships.*

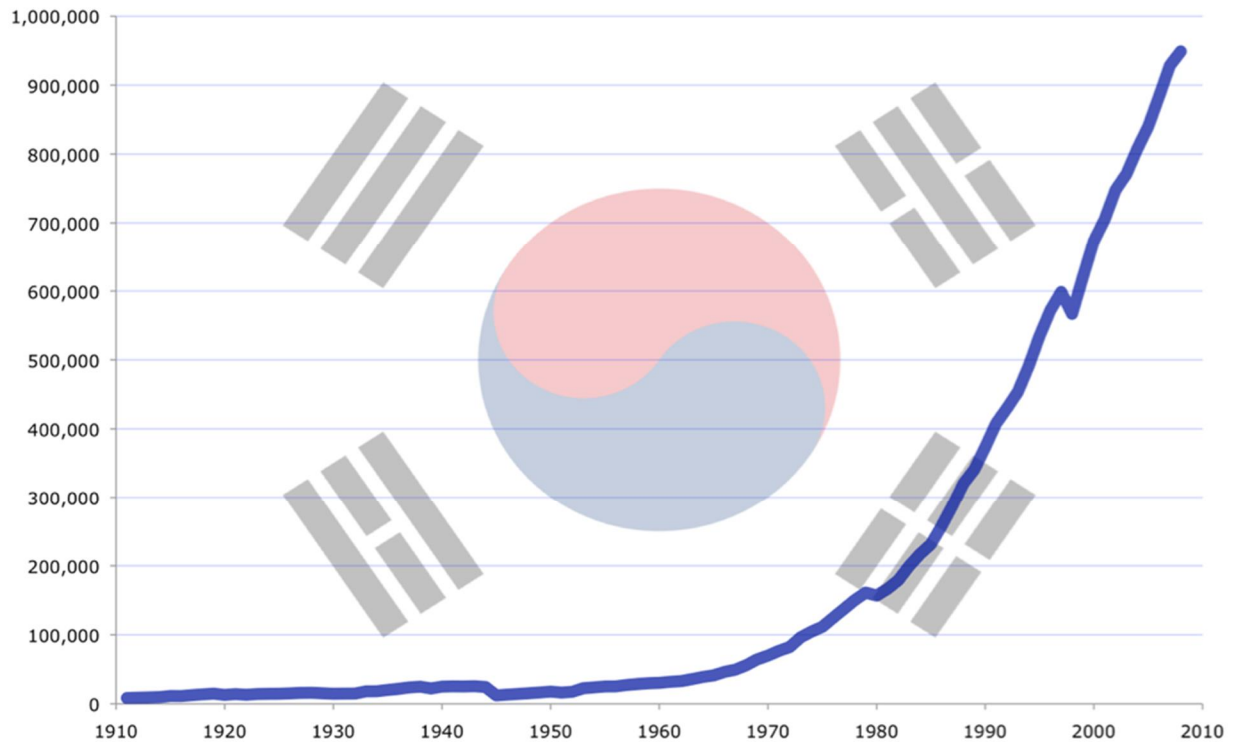
At national economic development level, the case of South Korea has shown that participation and deliberate benchmarking of international skills standards through World Skills competition platform over a fifty (50) year period (*ie. Between 1964 and 2014*), has been a key factor driving the country's GDP growth, and associated industrialization.

Figure 1 illustrates the case of South Korea's GDP growth over a fifty (50) year period from 1960 when the country started participating international skills competitions to 2010⁷.

⁶ <http://vocationalexcellence.education.ox.ac.uk/wordpress/wp-content/uploads/2014/02/Project-3-Research-brief.pdf>

⁷ Source: Technical/Competitions Committee - World Skills International

Figure 1: South Korea's GDP growth after joining in 1964 and participating in subsequent international skills competitions of World Skills International up to 2010.



7.0 Recommendations

1. Mainstream the national skills competition system into the national TEVET system, and overall national development agenda and programmes of Government. Appendix 5 provides a Conceptual Framework of how the system can work or function. Participation of the respective Presidents of Russia (*President Putin*) and France (*President Hollande*) in the process of bidding to host the World skills championships for 2019 during the General Assemble held on the sidelines of the Championships, was testimony of the high level of Government involvement and the strategic role which national and international skills competitions were playing in the broader global trade. In addition, some studies have shown a strong correlation between participation in World Skills championships with economic development. The GDP growth and industrialization of South Korea between 1960 and 2010 is a case in point. The United Kingdom provides another example whereby each team member who participated in the Sao Paulo event received a personal letter of acknowledgement from Prime Minister David Cameron. (*Ref.: Appendix 8 of this Report for an article on the UK Government involvement*)

2. Escalate Zambia's membership from Associate membership to full membership. Under Associate membership class, the country can only participate in two (2) skills in a competition without being eligible to receive any medal even if actual performance merits award of a medal or medallion of excellence. With full membership however, the number of skills the country participate in, will be determined by the national development skills priorities and resource envelope. *(Note: Based on the records already submitted with the initial application, and fees already, what will be required just a top up payment of a fee of about Euro 25,000);*
3. At least three (3) full time staff should be recruited at the start of 2016 to organize and run the World Skills Zambia Secretariat full time, this should ensure alignment with the Governance and operational structures of World Skills International. This will ensure that World Skills Zambia provides the required leadership in the administration of a TEVET curriculum linked national skills competition system, as a special purpose vehicle promoting world class technical and entrepreneurship skills excellence, innovation, and productivity for inclusive and sustainable national development. *(Note: Proposed positions **under the supervision of WSI Technical Delegate** – Skills Competitions Programmes Officer (1), Career Exploration Programmes Officer, and Accounts Assistance);*
3. **Develop and promote an Entrepreneurship and Tool Technology Blended Incremental Learning (ETTBIL) system** to stimulate interest in the **Entrepreneur/Employer career pathway** for individuals who would have excelled in technical skills at various levels of the national and international competition systems. *(Ref: Appendix 7 for Conceptual Framework).*
4. **Establish a multi-tiered Skills Excellence Legacy Fund** which will promote skills excellence, innovation and productivity promotion after participation in competitions.

It is for example envisaged that if a learner equipped with the technical and market relevant entrepreneurship skills to expertly use a sewing needle, a pair of scissors, measuring tape, and a roll of cotton thread as a textile product processing **tool technology system** consisting, then he/she can be challenged using a **Skills Legacy Fund** incentive, to venture with products into a market segment of choice and interact with customers. As he/she masters the use of more complex textile technology tool and equipment systems, then the corresponding scope and complexity of the entrepreneurship challenge motivated through the Skills Legacy Fund can also be varied accordingly. Such a Fund could also be used for incubating future skills experts and entrepreneurs by financing through a matching grant system for example, maintenance of school buildings and/or other infrastructure by Secondary School TEVET learner skills

clubs for carpenters, bricklayers, electricians, landscapers, motor vehicle mechanics, etc. For out-of-school youths, the Fund can support incubation youth cooperative enterprise based entrepreneurs for public infrastructure such as sports stadia, health posts and health centers.

5. **Review TEVET curriculum and Qualification level descriptor standards** for the various skill areas and align them to the standards of World Skills International, so as to entrench excellence and World Class standards of the Zambian TEVET system in the medium to long term;
6. **Explore and maximize opportunities** for tapping into WSI past champion resource base, expert and/or competitor exchange visits as well as twinning with selected countries;
7. **Develop and mount local skills expert/TEVET trainer capacity development programme** based on tapping into the skills expertise of the Zambian and/or African diaspora; (*Ref.: Appendix 6 for the Conceptual Framework or model*);
8. **Develop and mount a promotional and Membership recruitment campaign** for World Skills Zambia;
9. **Prepare a World Skills Zambia financial report** for the outing to Sao Paulo and **send acknowledgement letters** to all the sponsors including those who contributed;
10. **Align the organizational and operational structures of World Skills Zambia to those of World Skills International with due reference to national TEVET system as per WSI policy**, and wherever possible facilitate capacity development of technical expert teams of trainers and industry experts;
11. **Mobilize resources to escalate Zambia’s membership from Associate to full membership** by end of March 2016. This will enable the country to participate in more skills in future championships;
12. **Advocate for and play a lead role in commemorating the United Nations World Youth Skills day** on 15th July of every year;
13. **Actualize and catalyze Government’s policy measures pertaining to youth empowerment** through promotion and/or use of the national Skills Competition system and complementary “Try-a-Skill” Career exploration programmes;

14. **World Skills Zambia should package and promote TEVET curriculum linked skills practice activities** such as WSI's **Try-a-Skill career exploration** for all age groups, in partnership with the various stakeholders;

8.0 Conclusion

The objective of exposure and benchmarking was met by the participation in the 43rd World Skills championships. It was not easy to jump on a moving train and ensure balance. What made the difference however, was the resolve, courage, tenacity, determined, the team and can do spirit exhibited by the students, the technical team, the Board, sponsors, and all well-wishers. Participation by different role players on both the demand and supply side of skills, provided a complete experiment which has potential to design and deploy a national skills competition system with potential to actualize the national vision which His Excellence President Edgar Chagwa Lungu set during the opening of Fifth Session of the Eleventh National Assembly which he stated as follows:

“Beyond 2030, we aspire to be a developed country by 2064 through our transformational agenda which prioritizes seven thematic areas. These are: diversification and sustainable development; infrastructure development; human capital development; democracy and good governance; gender and social protection; economic diplomacy, global partnerships, national defence and culture re-modelling.”

The President did also provide a pointer as to how this was going to be achieved when he stated that:

“... as a nation, we need to be adaptive, innovative and determined to change the way we do things.”

The national skills competition under the auspices and framework of World Skills Zambia and World Skills International has potential to play a critical in the social – economic transformation of Zambia to an industrialized high income national in the next fifty (50) years. This is because since World Skills championships are also used as platforms for show casing new technologies and related new skills, Zambia is now part of a global skills development movement operating on the principle and practice of making today better than yesterday, and tomorrow better than today. Secondly, the introduction of a national skills competition system as a TEVET access and learning instrument, builds on a very historical educational fact, practiced by educationists of by gone era. These according to Verhoeff (1997)⁸ included a famous First Century Roman teacher Marcus Verrius Flaccus, who is reported to have ***“introduced the principle of competition among his students as a pedagogical aid, when he awarded attractive books as prizes.”*** The other example is provided by the Italian scholar Battista Guarino (1434--1513) who according to

⁸ <http://olympiads.win.tue.nl/ioi/ioi97/ffutwrlld/competit.html> The Role of Competition in Education

Verhoeff r that asserted that: *“that teachers should refrain from physically punishing pupils, and that **students are stimulated best by competition, which can be intensified by pairing them off.**”*

In addition, to the educational aspects of skills competitions, the 43rd World Skills championship also demonstrated the ability of a national or international skills competition in inducing unity of purpose among stakeholders of TVET and skills development; namely: learners, trainers, training institutions, industry, professional bodies, Government as well as multi-lateral agencies. The Sao Paulo championship observers and side activity Conference participants included UNESCO, ILO, World Bank and the African Development Bank.

There were many lessons learnt in Zambia’s first time participation in the world skills championships. The bottom line was that the world was not waiting for anyone in as far as developing and banking skills in age group 15 to 22 years old was concerned. Countries with a long tradition of top notch performance at world skills championships, had TVET and national skills competition systems which appeared to be underpinned by the following principles among others:

- a) Learn, Work, Earn, Play and professional ethics promotion environments;
- b) Pride of Trade or Profession;
- c) A passion for *“**making today better than yesterday, and tomorrow better than today**”*;
- d) Starting things or initiatives with whatever resource is available, but scaling up fast as there would always someone fighting to catch up should you have a global impact potential innovation;
- e) An attitude of excellence which one team expressed as follows: **“Prepare 150% for a 100% result or outcome;”**

Implementing of the recommendations which have been made, should place Zambia and the Zambians on the social-economic transformation path which has been set the Republican President – **A developed, industrialized and high income nation by 20164.**

Preparation for the 2017 44th World Skills championships to be held in Abu Dhabi should commence immediately, by escalating to full membership and preparing in such a way that Zambia gets one Medallion of Excellence category as a minimum. The choice of skills to compete in should be such that they contribute the seven thematic areas of the social-economic transformation agenda articulated by His Excellence the President. TVET curricula, training, professional experts, assessment and certification systems benchmarked with the skills standards of World Skills Internal will be important catalysts for this transformation. A transformation framework whose thematic areas were flagged as follows by the Republican President:

- a) diversification and sustainable development;***
- b) infrastructure development;***
- c) human capital development;***
- d) democracy and good governance;***
- e) gender and social protection;***
- f) economic diplomacy,***
- g) global partnerships,***
- h) national defense and;***
- i) culture re-modelling.***

Appendix 1: List of delegates

S/n	Name	Organization
1	Bernard Chiwala (<i>Delegation Leader</i>)	EIZ/World Skills Zambia
2	David C. Chakonta	TEVETA/World Skills Zambia
3	Charles Mushota	NCC/World Skills Zambia
4	Margaret Kunda Chalwe Mudenda	ZICTA/World Skills Zambia
5	Francis Mwape	NCC/World Skills Zambia
6	Henry Mwale	EIZ/World Skills Zambia
7	Thomas Matandala	ZICTA/World Skills Zambia
8	Martin Kasonso	Northern Technical College
9	George Manyele	RDA/World Skills Zambia
10	Thom Chewe Kampamba	Choma Trades Training Institute
11	Muswala Kasambwe	RDA/World Skills Zambia
12	Miriam Mwale	Chipata Trades Training Institute
13	Monica Kaniini	Lukashya Trades Training Institute
14	Timothy Lungu	EIZ/World Skills Zambia
15	Kenneth Sichinga	TEVETA/World Skills Zambia
16	Duncan Ngoma	EIZ/World Skills Zambia
17	Chileya Seleta	ZICTA/World Skills Zambia
18	Newton Zulu	EIZ/World Skills Zambia
19	Patrick James Chintu	NCC/World Skills Zambia
20	Emmanuel Nswana	EIZ/World Skills Zambia
21	Innocent Sichula	Mobile Mission Vocational Training Center/World Skills Zambia
22	Benson John William Mbewe	Chipata Trades Training Institute/World Skills Zambia
23	Osward Kabwe	Lukashya Trades Training Institute/World Skills Zambia
24	Cassiano Kawana	Choma Trades Training Institute/World Skills Zambia
25	Field Simwanda	EIZ/World Skills Zambia
26	Prudence Mushota	NCC/World Skills Zambia
27	Pontiano Kaiche	Technical Associates Consultants/World Skills Zambia
28	Patson Chilemba	First Secretary Press, Zambian Embassy in Brazil
29	Arnold Muyanda	Third Secretary (Accounts) Zambian Embassy in Brazil

Appendix 2: Portfolio of World Skills International⁹ (WSI) Skills Competitions categories

1.0 Construction and Building Technology

The "Construction and Building Technology" category covers all the skilled areas that are related to the construction world. This encompasses everything from the foundation, grounds, building, finishing and maintaining of all sorts of buildings.

1.1 Plastering and Drywall Systems

1.2 Refrigeration and Air Conditioning

1.3 Landscape Gardening

1.4 Carpentry

1.5 Joinery

1.6 Cabinetmaking

1.7 Painting and Decorating

1.8 Architectural Stonemasonry

1.9 Bricklaying

1.10 Electrical Installations

1.11 Plumbing and Heating

1.12 Wall and Floor Tiling

2.0 Creative Arts and Fashion

The "Creative Arts and Fashion" category covers all the skilled areas that are related to fine arts and fashionable design and creation. This encompasses everything from multi-media creative, interior decoration and fashion.

2.1 Fashion Technology

2.2 Floristry

2.3 Graphic Design Technology

2.4 Jewellery

2.5 Visual Merchandising/Window Dressing

3.0 Information and Communication Technology

The "Information and Communication Technology" category covers all the skilled areas that are related to information services. This encompasses everything from network creation and maintenance to development and finishing information technologies.

3.1 Information Network Cabling

⁹ http://www.worldskills.org/index.php?option=com_content&task=section&id=20&Itemid=429

- 3.2 IT Network Systems Administration
- 3.3 IT Software Solutions for Business
- 3.4 Print Media Technology
- 3.5 Web Design

4.0 Manufacturing and Engineering Technology

The "Manufacturing and Engineering Technology" category covers all the skilled areas that are related to **industrial development and creation**. This encompasses everything from the **design, creation, making** and **maintaining** of anything involving **electronics** and **machines**.

- 4.1 CNC Milling
- 4.2 CNC Turning
- 4.3 Construction Metal Work
- 4.4 Electronics
- 4.5 Industrial Control
- 4.6 Manufacturing Team Challenge
- 4.7 Mechanical Engineering Design - CAD
- 4.8 Mechatronics
- 4.9 Mobile Robotics
- 4.10 Plastic Die Engineering
- 4.11 Polymechanics/Automation
- 4.12 Prototype Modelling
- 4.13 Sheet Metal Technology
- 4.14 Welding

5.0 Social and Personal Services

The "Social and Personal Services" category covers all the skilled areas that are related to the service industry. This encompasses services related to the food and beverage industry as well as the hospitality and personal care.

- 5.1 Beauty Therapy
- 5.2 Confectioner/Pastry Cook
- 5.3 Cooking
- 5.4 Hairdressing
- 5.5 Health and Social Care
- 5.6 Restaurant Service
- 5.7

6.0 Transportation and Logistics

The "Transportation and Logistics" category covers all the skilled areas that are related to the transportation world. This includes creating, repairing and maintaining transportation vehicles.

- 6.1 Aircraft Maintenance
- 6.2 Auto-body Repair
- 6.3 Automobile Technology
- 6.4 Car Painting

Appendix 3: WorldSkills São Paulo 2015 Medals Award Scheme¹⁰

WorldSkills São Paulo 2015 will be the biggest in WorldSkills history with 1,189 registered Competitors from 59 WorldSkills Member countries and regions competing in 50 skills. Each of these young people has demonstrated excellence in their skill, dedication to further developing their skill, and passion for learning best practice in industry. At the close of the Competition, all Competitors will have shared a unique experience - learning with and from one another, along with the many Experts and supporters of various types who realize the power of skills to improve our world.

While all leave Brazil with a sense of achievement and celebration as Champions, some will have exhibited levels of excellence that merit medals and recognition. The medals and recognition presented at WorldSkills São Paulo 2015 include the following.

GOLD, SILVER, AND BRONZE MEDALS

Gold, silver, and bronze medals shall be awarded to the Competitors who come first, second, and third respectively in all Official, Demonstration Skills. At WorldSkills São Paulo 2015, there will be 46 Official skills and four Demonstration skills.

TIED MEDALS - gold, silver, and bronze

If the difference between two or more Competitors is no more than two points on the 500 scale, then “tied” medals will be awarded as described below. However, variations may be accepted if recommended by the Technical Committee and agreed by the General Assembly at the meetings at which Competition results are ratified.

GOLD medals in the event of a tie

Two gold medals, no silver medal, one or more bronze medals.

Three or more gold medals, no silver medal. In addition, one or more bronze medals when the difference between the last gold medal winner(s) and the next Competitor(s) is not more than two points.

SILVER medals in the event of a tie

One gold medal, two or more silver medals. In addition, one or more bronze medals when the difference between the last silver medal winner and the next Competitor(s) is not more than two points.

BRONZE medals in the event of a tie

One gold medal, one silver medal, two or more bronze medals.

¹⁰ <http://www.worldskillssaopaulo2015.com/en/news/articles/article/worldskills-sao-paulo-2015-medals-and-recognition-champions/>

MEDALLION FOR EXCELLENCE

Competitors who have obtained 500 or more points, but who are not awarded a medal shall be awarded a Medallion for Excellence.

BEST OF NATION

Usually, the Competitor who gains the highest points and/or highest medal of their country's/region's team will be awarded the Best of Nation award. The Member's Technical Delegate makes the relevant decision.

ALBERT VIDAL AWARD

The Competitor(s) with the highest points at the Competition receives the Albert Vidal Award. This prestigious award is named in honour of Francisco Albert-Vidal, who in 1946 was instrumental in developing the idea that it is necessary to convince youth, as well as their parents, teachers and prospective employers, that their future depends on an effective vocational training system. The decision was that promoting a skill competition would be the ideal platform to achieve this goal. Through competition, young people would be inspired, and their parents, teachers, and community would see a variety of trades being demonstrated, realizing the important part skills excellence and development play in our world. Vidal's work laid the foundation for the first International Vocational Training Competition in 1950. The Vocational Training Competitions became his life's work, and shaped what we know today as WorldSkills.

The WorldSkills São Paulo 2015 recipient of the Albert Vidal Award will receive an Albert Vidal Award trophy from WorldSkills and a Brazilian cultural piece of art from WorldSkills São Paulo 2015.

CERTIFICATE OF PARTICIPATION

All Competitors receive a Certificate of Participation.

Appendix 4: Skill and Country Medal Award list

WORLD SKILLS BRAZIL COMPETITION RESULTS 2015				
S/No.	Skill	Medal Award		
		Gold	Silver	Bronze
1	ARCHITECTURAL STONEMASORY	Austria	Brazil	Korea United Kingdom
2	BRICKLAYING	Italy	Chinese Taipei Denmark Austria Brazil	Korea Australia
3	CABINETMAKING	Austria United Kingdom Italy Korea Hungary	Chinese Taipei	
4	CARPENTRY	Korea Germany	Denmark Italy France	
5	CONCRETE CONSTRUCTION WORK	Austria Austria	Germany Germany	Brazil Brazil
6	ELECTRICAL INSTALLATIONS	Brazil	China	Japan
7	JOINERY	Chinese Taipei	France Brazil Korea Switzerland	
8	LANDSCAPE AND GARDENING	Italy Italy	United Kingdom United Kingdom Switzerland Switzerland	

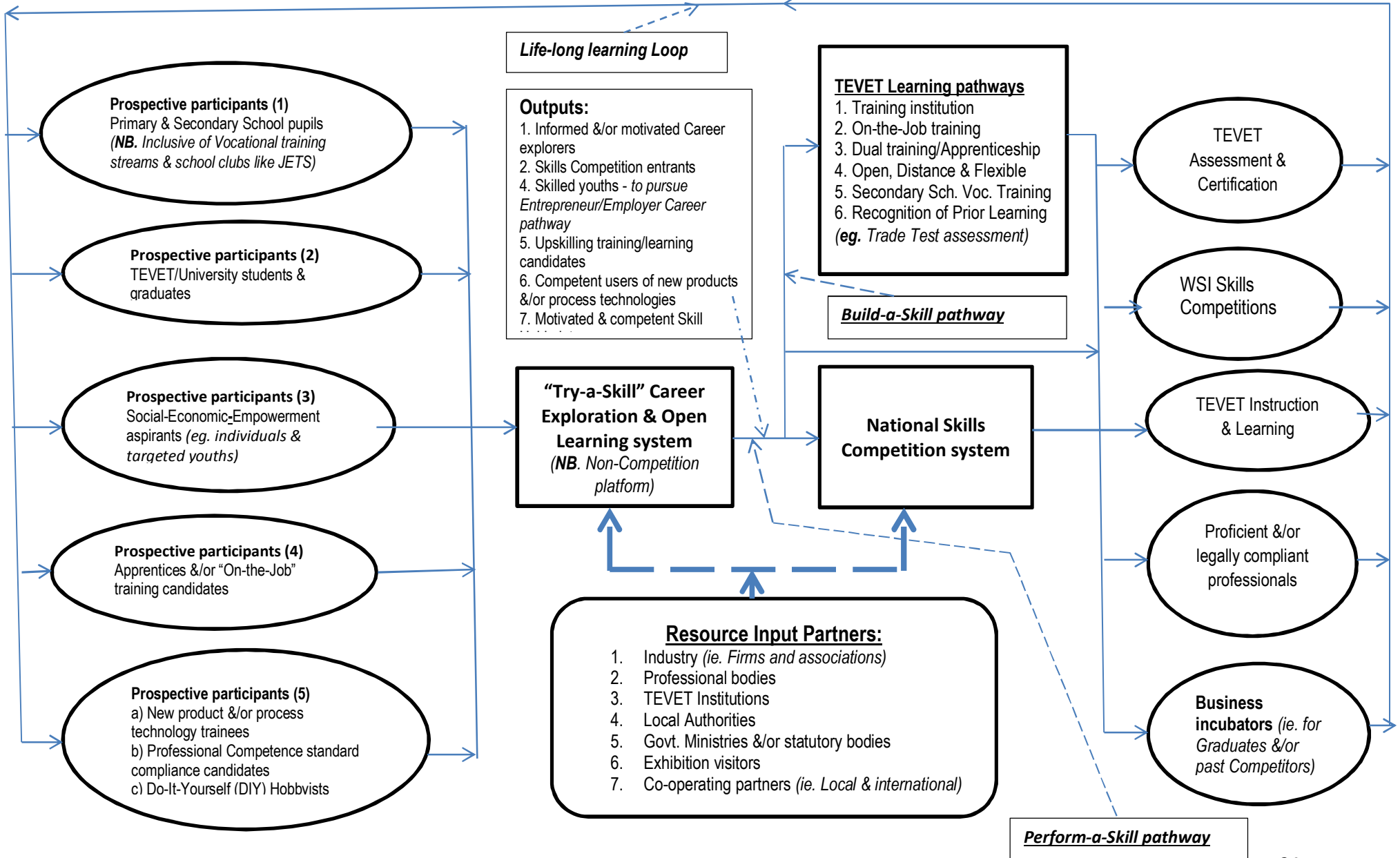
9	PAINTING AND DECORATING	France	Austria	Switzerland
10	PLASTERING AND DRYWALL	Liechtenstein	Switzerland	
			Germany	
11	PLUMBING AND HEATING	United Kingdom	France	
		Germany	Australia	
			Japan	
12	REFRIGERATION AND AIR CONDITIONING	Chinese taipei	China	United States of America
			United Kingdom	Canada
13	WALL AND FLOORING TILING	Brazil	Switzerland	
		France	Liechtenstein	
14	FASHION TECHNOLOGY	Chinese Taipei	China	
		Brazil		
15	FLORISTRY	Italy	Korea	Germany
16	GRAPHIC DESIGN TECHNOLOGY	Italy	Chinese Taipei	
			Brazil	
17	JEWELLERY	Brazil	Australia	Korea
18	VISUAL MERCHADISING AND WONDOW DRESSING	Netherlands	Sweden	Singapore
19	INFORMATION NETWORKING CABLING	Japan	Brazil	China
20	IT NETWORK SYTEMS ADMINISTRATION	Korea	Singapore	Finland
			Chinese Taipei	
			Hungary	
21	IT SOFTWARE SOLUTIONS FOR BUSINESS	Switzerland	Korea	Vietnam
22	PRINT MEDIA TECHNOLOGY	Brazil	China	France

23	WEB DESIGN	Brazil	Australia	Korea
				Iran
24	CNC MILLING	Korea	Chinese Taipei	
		China		
25	CNC TURNING	Thailand	Brazil	Chinese Taipei
26	CONSRUCTION METAL WORK	Korea	Brazil	Switzerland
				Japan
				Austria
27	ELECTRONICS	Japan	Brazil	
		Chinese Taipei	Switzerland	
28	INDUSTRIAL CONTROL	Korea	Chinese Taipei	Japan
29	INDUSTRIAL MECHANICAL MILLWRIGHT	Norway	Australia	Brazil
30	MANUFACTURING TEAM CHALLENGE	Japan		Brazil
		Japan		Brazil
		Japan		Brazil
		China		
		China		
		China		
31	MECHNICAL ENGINEERING DESIGN CAD	Brazil	Chinese Taipei	
			China	
32	MECHATRONIC	Korea	Chinese Taipei	
			Chinese Taipei	
			Brazil	
			Brazil	
			Switzerland	
			Switzerland	
			China	
			China	

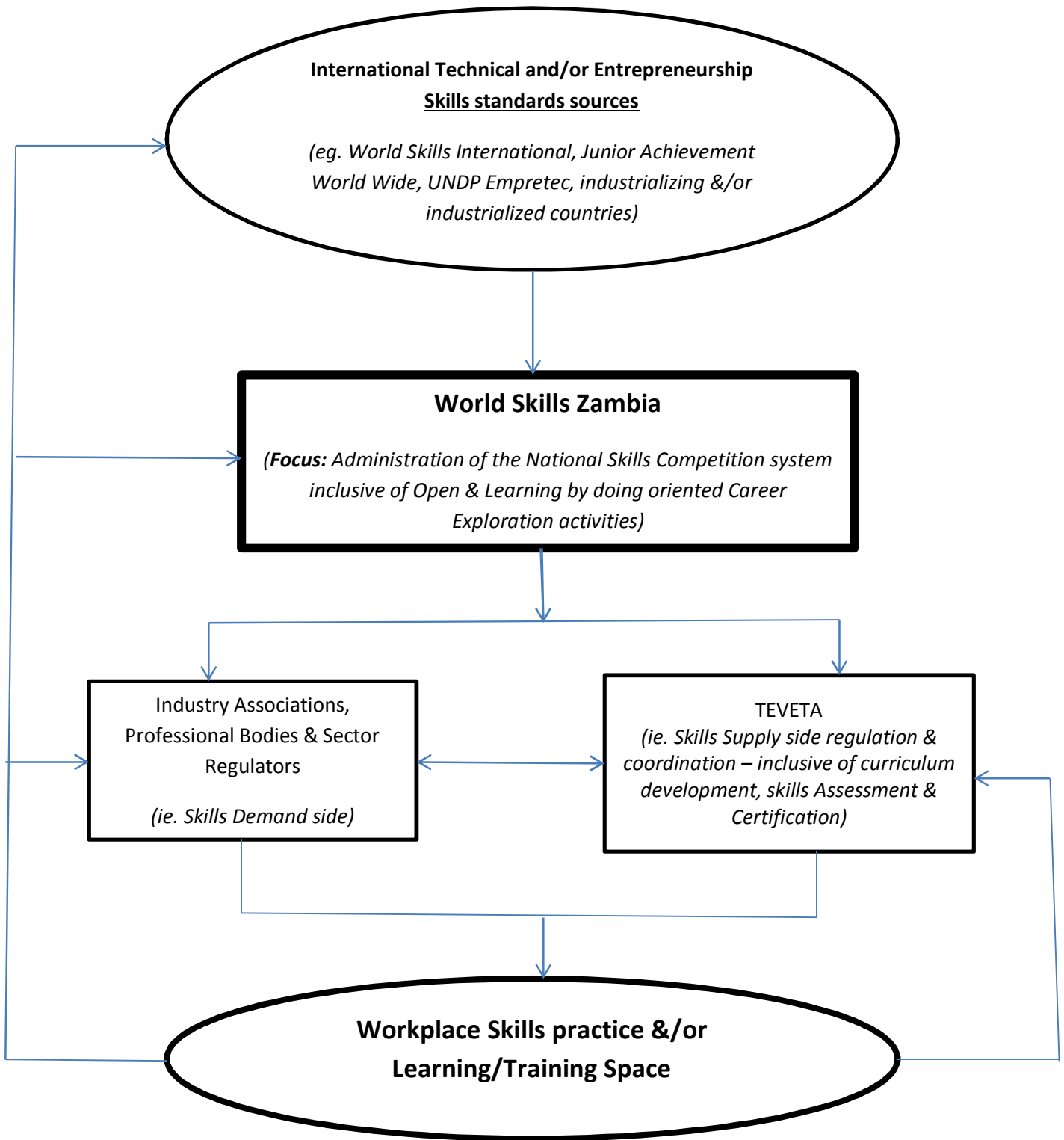
33	MOBILE ROBOTICS	Korea	Canada	
		Korea	Canada	
		Japan		
		Japan		
34	PLASTIC DIE ENGINEERING	Korea	Brazil	
			Japan	
35	POLYMECHANICS AND AUTOMATION	Brazil	Korea	China
36	PROTOTYPE MODELLING	Korea	Japan	Switzerland
				Indonesia
37	SHEET METAL TECHNOLOGY	Brazil	Chinese Taipei	
			Korea	
38	WELDING	China	Thailand	
		Brazil		
39	BAKERY	Korea	Brazil	Denmark
40	BEAUTY THERAPY	United Kingdom	Japan	Sweden
			Korea	
41	COOKING	Chinese Taipei	Korea	Brazil
			Canada	
			Switzerland	
42	HAIR DRESSING	China	France	Korea
				Malaysia
				Chinese Taipei
43	HEALTH AND SOCIAL CARE	Norway	Italy	Singapore
44	PATISSERIE AND CONFECTIONARY	Korea	France	Japan
45	RESTAURANT SERVICE	Austria		
		Ireland	Brazil	
46	AIRCRAFT MAINTAINCE	Ireland	United Kingdom	

			Canada	
47	AUTOBODY REPAIR	Japan	Switzerland	
			China	
48	AUTOMOBILE TECHNOLOGY	Korea		Chinese Taipei
		Brazil		
49	CAR PAINTING	China	Sweden	United Kingdom
50	HEAVY VEHICLE MAINTENANCE	Austria	Switzerland	Canada
			France	

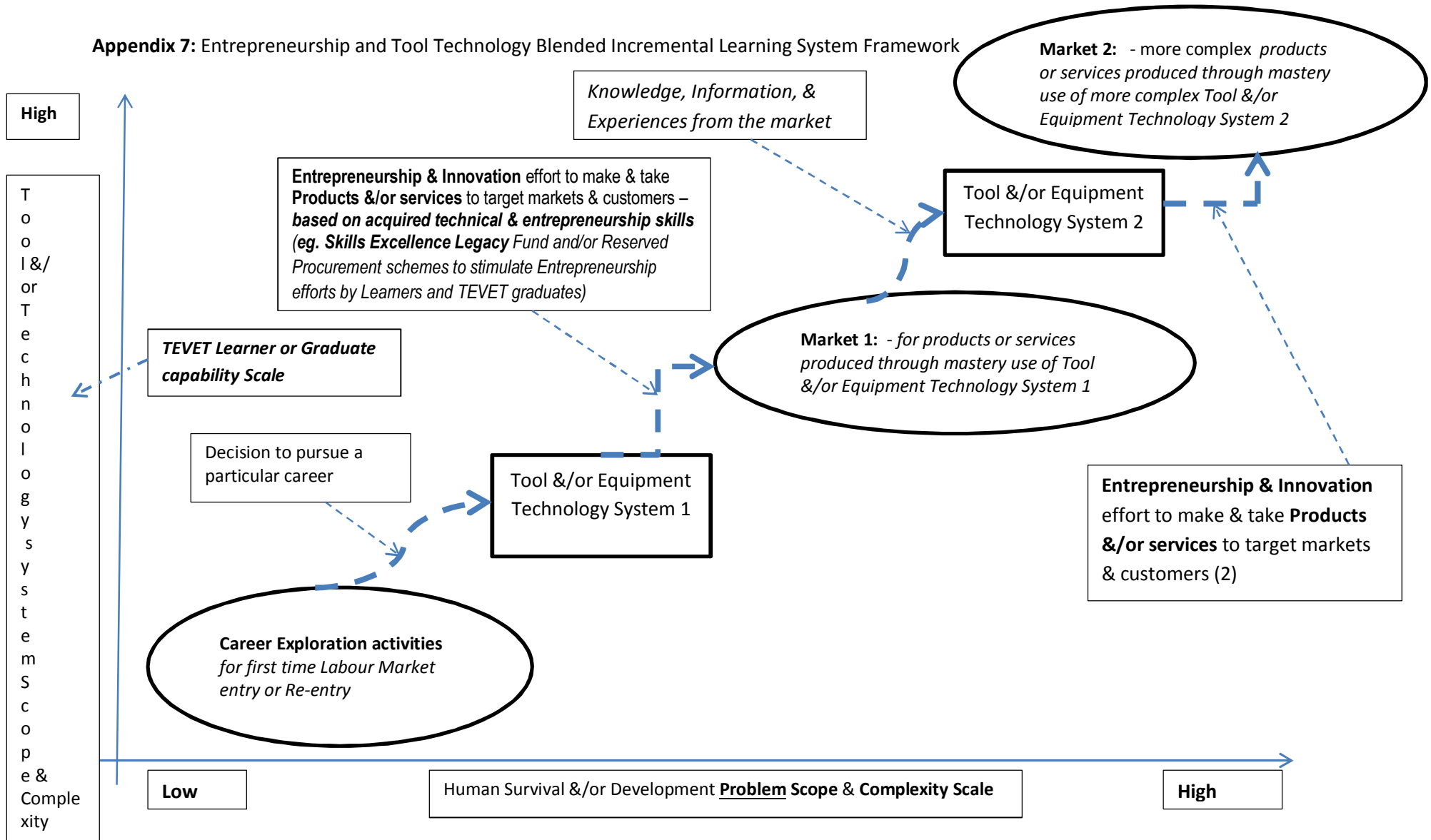
Appendix 5: TEVET Curriculum Linked National Skills Competition System Framework



Appendix 6: Skills Expert and/or Trainer capacity development framework based on Technical and/or Entrepreneurship international skills standards.



Appendix 7: Entrepreneurship and Tool Technology Blended Incremental Learning System Framework



Appendix 8: Policy and Strategic positioning of national Skills Competition systems – A case of UK

“UK’s skills stars celebrate success at WorldSkills Sao Paulo 2015¹¹”

Monday, 17 Aug 2015



The Rio 2016 Olympics may be a year away, but some of the UK’s brightest young talents are already celebrating medal success on the global stage in Brazil this week. Following five days of intense competition against almost 1,000 of the world’s most skilled young people, the nation’s team of talented apprentices and learners will return from WorldSkills São Paulo 2015 with a haul of eight medals and 25 medallions, including three golds.

Taking place every two years since its inception in 1950, WorldSkills is the world’s largest skills competition, which is held around the globe to celebrate skills and share best practice between industries and countries. Staged from 11-16 August 2015, WorldSkills São Paulo 2015 gave the world’s most talented young people the chance to battle it out to be named the best of the best in skills ranging from web design and aircraft maintenance to hairdressing and visual merchandising.

¹¹ <http://www.findafuture.org.uk/news-and-events/our-news/worldskills-uk-news/uks-skills-stars-celebrate-success-at-worldskills-sao-paulo-2015>

After four days of intense competition, Team UK, whose members are all aged 18 . 25, won three Gold, four Silver and two Bronze medals. The team was also awarded 24 Medallions for Excellence, which are given to competitors who demonstrate the attainment of world-class standards in their chosen skill. And in a first for the UK, beauty therapy Rianne Chester received the Albert Vidal Award, after scoring the most points of any competitor in any discipline. This award, formerly known as the Best in Competition Award, was renamed in honour of the founder of WorldSkills International in 1993 after his death.

In a letter to each individual competitor, Prime Minister David Cameron was full of praise for their efforts: *“Team UK demonstrates how the best of our apprentices and vocational learners can compete at the highest international level. The skills they were competing in are vital for the long-term success of our economy. It is also important to remember that they are role models for the next generation of apprentices and vocational learners, who will be inspired by the team’s achievements in Brazil.”*

Team UK’s achievements are as follows:

Skill	Team Member	Medal
Beauty Therapy	Rianne Chester	Gold plus the Albert Vidal Award
Plumbing and Heating	Gary Doyle	Gold
Cabinet Making	Edward Harringman	Gold
Landscape Gardening	Jonathan Gill & Matthew Beesley	Silver
Aircraft Maintenance	Shayne Hadland	Silver plus Best in Nation
Refrigeration & Air Conditioning	Chris Baillie	Silver
Stonemasonry	Sam Turner	Bronze

Car Painting	Rebecca Wilson	Bronze
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Medallions of excellence were awarded to:

Skill	Name
Plastering and dry wall	Robert Johnson
Floristry	Louisa Cooper
Jewellery	Ben Pritchard
Bricklaying	Ryan Stevens
Hairdressing	Eleni Constantinou
Restaurant service	Lucy Jones
Patisserie and confectionery	Mikaela Wright
Cooking	Danny Hoang
Carpentry	Owain Jones
Web Design	Dan Levings
IT Network administration	Richard Miller
Mechatronics	Robyn Clarke & Andy Smith
Mechanical Engineering CAD	Andrew Beel
CNC Turning	Alex Elton

Joinery	Dale Hodgins
Automobile Technology	Elijah Sumner
Manufacturing Team Challenge	Patrick Devanney, Chris Renwick & Dominic Trees
Painting & Decorating	Curtis Baker
Electrical Installation	Adrian Canning
Welding	Reece Taylor
CNC Milling	Mike Watson

40 individuals were selected to compete as Team UK at WorldSkills São Paulo in 37 skills, after an intensive training programme working with individually dedicated training managers, which lasted up to two years. All were chosen based on a **high personal skill level**, **competitive attitude** and **maturity**.

Skills Minister, Nick Boles commented: *“Congratulations to Team UK on its impressive medal tally and achievement at WorldSkills São Paulo. Their hard work shows how far apprenticeships and professional and technical training can take young people, and the skills they are learning will help drive them towards an exciting and rewarding career.”*

Carole Stott, chair of Find a Future - which manages the UK’s entry into the international WorldSkills competition - said: WorldSkills São Paulo gave Team UK the opportunity to showcase the UK’s vocational and further education system on a global stage. The hard work they have all put in over the last two years to prepare for the competition, alongside their committed training managers has really paid off and we are thrilled with the results they have achieved. We urge the nation to join us celebrating the success of Team UK and give them a championswelcome on their return.+

Gold medallist Rianne Chester from Warrington who won in Beauty Therapy, commented: Being selected for Team UK was an amazing achievement in itself, but to

come home with a gold medal and be named the best young beauty therapist in the world is such an incredible feeling. To lift the Albert Vidal Award as well, for scoring the most points of any of the competitors, is a dream come true. The whole of Team UK worked really hard and the experience of the competition is something we will never forget. We have all learnt so much during the process . knowledge and new skills that we can take with us as we progress in our careers.+

Many of the Team UK members started their journey to Brazil when they entered the WorldSkills UK Skills Competitions and competed in national finals held at The Skills Show, the nation's largest skills and careers event, in Birmingham in 2013 and 2014. Selection for the next Team UK, to compete at WorldSkills Abu Dhabi in 2017, will start at The Skills Show 2015, which will take place at the NEC Birmingham from 19 to 21 November 2015. Visit www.findafuture.org.uk for more information and to book a free ticket to the event.