出國報告
(出國類別：國際會議)

出席國際技能組織
2018 年全體理事會議報告書

服務機關：勞動部
單位姓名職稱：勞動部勞動力發展署署長 黃秋桂
勞動力發展署技能檢定中心簡任技正 陳明山
勞動部勞動力發展署視察 林岳志
出國地區：荷蘭阿姆斯特丹市
出國期間：107 年 10 月 12 日至 105 年 10 月 20 日
報告日期：107 年 12 月 22 日

公務出國報告提要

出國報告名稱：出席國際技能織 2018 年全體理事會議

頁數：59 含附件：■是 □否

出國計畫主辦機關：勞動部勞動力發展署技能檢定中心

聯絡人：林岳志

出國人員：

勞動部勞動力發展署　黃署長秋桂

勞動部勞動力發展署技能檢定中心　陳簡任技正明山

勞動部勞動力發展署　林視察岳志

出國類別：5.其他

出國期間：107 年 10 月 12 日至 20 日

出國地區：荷蘭阿姆斯特丹市

報告日期：107 年 12 月 22 日

關鍵辭：國際技能競賽、全體理事會議、策略委員會議、競賽委員會議

內容摘要：

本次全體理事會議於 10 月 14 日至 19 日在荷蘭阿姆斯特丹市召開，計有包括美國、德國、瑞士、英國、法國、巴西、阿拉伯聯合大公國、澳洲、丹麥、中國大陸、俄羅斯、日本、泰國、我國等 55 會員國及地區之正代表、技術代表、技術代表助理、觀察員代表、全球贊助商及合作夥伴出席，約 300 餘位人員齊聚一堂，共同討論 WSI 相關重要議題。

本次會議重要議題包括：新會員國入會案、全球贊助廠商申請同意、財務狀況決議外，尚包括決議 WSI 2025 願景政策行動方案、決定 2020 年全體理事會議主辦城市、決議財務報告(含 2019 年會員國會費)、討論職類增減及材料設備準備、競賽規則變更、修訂國際裁判評分及準備規定、討論目前示範賽存廢議題、明年喀山國際賽報名方式及職類名稱變更等議題、國際技能基金會的存廢、掌握 2019 年國際技能競賽籌備現況以及 2021 年國際賽籌備(WSI 博物館籌建)等議題。

本次全體理事會議期間，召開多項周邊會議，較值得關注的是由我國林副會長三貴主持的”非洲技能發展”會議，探討 WSI 目前及未來對非洲技能的協助議題。此外，我國黃正代表秋桂利用開會休息時間，密集與 WSI 常務理事交換意見，同時其他國家（包括日本、韓國、阿拉伯聯合大公國、英國、芬蘭、新加坡等）代表團就技能競賽相關議題，進行雙邊交流，有助日後我國與其他國家在技能競賽領域進一步合作。

目錄

壹、目的 1

貳、過程 2

參、心得與建議 11

附錄 1 – 2018 國際技能競賽競賽全體理事會議日程表 13

附錄 2 – 全體理事會議參考資料 20

附錄 3 – 愛爾蘭都柏林爭取 2020 全體理事會議資料 41

附錄 4 – 全體理事會議期間照片 58

壹、目的

國際技能組織（WorldSkills International, 以下簡稱 WSI）每年邀集所有會員國代表召開全體理事會議，全體理事會議係 WSI 最高的決策機構，由各會員國正代表、技術代表、技術代表助理、觀察員代表、贊助廠商等參加，WSI 重要議題(包括新會員國入會案、全球贊助廠商申請、常務理事成員選舉、WSI 願景、競賽規則、財務狀況等)均須提送全體理事會議同意，方能據以執行。

有關國際技能競賽組織全體理事會議之召開方式，如當年有國際技能競賽，併於國際賽期間召開全體理事會議，非競賽年度則由會員國爭取主辦。因今(2018)年非競賽年度，爰假荷蘭阿姆斯特丹市召開全體理事會議，本次會議重點包括：

一、 決議 WSI 2025 願景行動方案：WSI 2025 願景定義 WSI 未來 10 年長期發展策略，今年 WSI 舉辦 60 小時視訊、4 天會議討論其行動方案，本次會議彙整討論結果，於本次全體理事會議進行決議。

二、 決定 2020 年全體理事會議主辦城市：本次計有愛爾蘭都柏林(Dublin)競逐 2020 全體理事會議主辦城市。

三、 討論競賽規則的變更：討論職類增減及材料設備準備、修訂國際裁判評分及準備規定、討論目前示範賽存廢、明年喀山國際賽報名方式及職類名稱變更等議題。

四、 其他重要議題，包括財務報告(含 2019 年會員國會費)、決選 2018 年 BeChangeMaker 社會企業創造者競賽優勝、討論國際技能基金會的存廢、主辦國報告 2019 年國際賽及 2021 年國際賽籌備現況(WSI 博物館籌建)等議題。

五、 其他周邊會議：較值得關注的周邊會議，包括我國林常務次長三貴主持的”非洲技能發展”會議。

貳、過程

一、 時間：107 年 10 月 12 日－20 日

二、 行程 (詳細會議期程如附錄 1-1 到 1-3)

日期/時間		內容	地點
10/14（星期日）			
全天	14：30～17：00	各國新任正代表及技術代表訓練	荷蘭阿姆斯特丹市 (NH Grand Krasnapolsky Hotel)
10/15（星期一）			
上午	08：00～12：30	全體理事會議	同上
下午	13：30～17：30	國際技能組織 2018 國際研討會	同上
10/16（星期二）			
全天	08：30～16：30	國際技能組織 2018 國際研討會	同上
10/17（星期三）			
全天	08：30～16：40	策略委員會議&競賽委員會議	同上
10/18（星期四）			
全天	10：30～16：35	全體理事會議 / 返程	同上
10/19（星期四）			
全天	07：00～24：00	返程	荷蘭阿姆斯特丹市

三、參加人員：

會長　Mr. Simon Bartley (英國籍)

特別事務副會長　我國林常務次長三貴(中華民國籍)

策略委員會主席兼副會長　Mr. Jose de Goey (荷蘭籍)

技術委員會主席兼副會長　Mr. Stefan Prachl (奧地利籍)

策略委員會副主席　Ms. Laurence Gates (法國籍)

技術委員會副主席　Mr. Michael Fung (香港籍)

財務長　Mr. Terry Cooke (加拿大籍)

執行長　Mr. David Hoey

會員國/地區之正代表、技術代表、技術代表助理、觀察員及專家學者

(我國代表為正代表黃署長秋桂、技術代表陳簡任技正明山、技術代表助理林專員岳志)。

四、會議重要決定與宣布事項：本次全體理事會議於 10 月 14 日至 19 日在荷蘭阿姆斯特丹市召開，計有包括美國、德國、瑞士、英國、法國、巴西、阿拉伯聯合大公國、澳洲、丹麥、中國大陸、俄羅斯、日本、泰國、我國等 55 會員國及地區之正代表、技術代表、技術代表助理、觀察員代表、全球贊助商及合作夥伴出席，約 300 餘位人員齊聚一堂，共同討論 WSI 相關重要議題。

(一) 通過新增 VCOM、Fanuc、Car-o-Liner 成為全球產業贊助商，截至目前 WSI 計有 18 個全球產業贊助商。

(二) 通過孟加拉加入 WSI，成為 WSI 第 79 個會員國。

(三) WSI 會長致辭重點：

1. 感謝祕書處努力、會員國支持、志工的參與，使得 2025 年願景行動計畫，經過過去 9 個月會議討論，已有豐碩的討論結果；
2. 明年 Kazan 國際賽，俄羅斯業完成新競賽會館籌建，同時履行會旗傳遞的承諾；2021 上海國際賽，過去召開多次常務理事會議，中國大陸刻正進行 2021 國際賽準備；
3. 青少年組競賽將納入喀山國際賽，鼓勵青少年學習技能；
4. 目前 WSI 與 20-30 個非會員國接觸，讓其瞭解加入 WSI 會員國的利基，以鼓勵其成為 WSI 會員國；
5. 2019-2020 將進行常務理事成員選舉，為利經驗傳承，將分 2 次選舉常務理事。

(四) WSI 秘書長報告重點：

1. WSI 將與 OECD 合作，針對 G20 國家辦理年輕人對未來態度、恐懼及期望

等問卷調查。

2. WSI 遴選出 7 位國際裁判教練團成員，未來將透過計畫案方式，協助 WSI 業務推動。
3. 業選出 10 位冠軍論壇選手，將協助 WSI 推展能契合年輕朋友的需求。
4. BeChangeMaker 社會企業創造者競賽今年 4 月計有來自 31 個國家 166 個團隊報名，6 月選出 15 個團隊參與競賽，其中 5 個團隊將在本次策略委員會議中遴選出最優團隊。
5. 2018 年 11 月 20-23 日於盧安達基加利市(Kigali)辦理 7 個職類的非洲技能競賽，計有 8 個非洲國家參加。
6. 韓國技能轉移學院(GIFT)成立能力建構中心，協助開發中國家提升技能水準及職業訓練，目前已協助哥斯大黎加、哥倫比亞、尚比亞、賴米比亞等國家推動技能競賽。

(五) WSI 執行長 David Hoey 說明今年辦理 60 小時視訊及 4 天會議討論 WSI 2025 願景行動計畫，重要結論包括：

1. 永續性部分：裁判評分公正性列入優先考量，原則包括裁判以小組方式進行評分；依共識標準評分；符合一定資格裁判方可評分；未符資格裁判，給予學習機會。另部分職類有過多選手問題，礙於可能影響會員國參賽權益，競賽辦理方式將進一步討論。
2. 職類增減部分：WSI 將訂出報名原則，未來預先報名前，對參賽人數作限制；為更快反映產業需求，取消國際賽職類須先在會員國全國賽辦理之規定；WSI 不再使用示範賽名稱(實質非示範賽，而是第一次的正式賽)；目前農業、零售、科學相關職類並未涵蓋在 6 大類群中，WSI 將再定義目前類群；因 WSI 係為年輕朋友進入職場作準備，目前 22 歲年齡限制是合理的，如需調高年齡上限，將由各職類個案決定；目前正式賽最低選手數前 3 屆採 8、10、12 原則，配合示範賽的廢除，2019 年將改為 6、9、12。
3. 材料設備管理部分：檢視現行工作崗位及競賽場地的建置流程、範例及權責，將結合科技及過去經驗，讓上述流程透明化；另由於部分會員國欠缺

責任心，導致主辦國及 WSI 增加許多作業，要求會員國要：正確報名參賽職類及套裝行程、及時撥付套裝行程款項、及時提供必要資料、當有問題發生及時反映。

4. 管理及領導部分：常設組織包括競賽委員會及策略發展委員會(現為策略委員會)，未來將強化策略層面，期能實現 WSI2025 六大願景。另常務理事成員將由目前 7 位，增加為 8 位(會長、2 位競賽委員會理事、4 位策略委員會理事、財務長)，除財務長外，其他理事成員不能來自相同會員國，本次全體理事會議後，將成立提名委員會，處理常務理事成員選舉事宜。
5. WSI 會員權利及限制：新會員國第 1 次參與國際賽，限制其選手僅能參加 3 個職類，但其裁判參與職類不在此限。至會費的計算方式，除考量參與職類外，將研議將人口數改為 GDP 納入考量。

(六) WSI 財務長報告 WSI 財務狀況，大會通過 2017 年財務報表及 2019 年會員國年費(2019 年會員國年費預計 147 萬歐元，較 2018 年 136 萬歐元小幅增加，其中我國需繳年費為 4.1 萬歐元)。

(七) 技術委員會決議重點：

1. 目前報名選手數達 1,634 人(較 2017 年 1251 人，增加 30%)、65 個國家，但至競賽當日，仍會有變動。
2. 基於資安考量，明年國際賽，喀山報名系統與 WSI 報名系統併存，各會員國需在 2 個系統分別完成報名。
3. 所有裁判登錄，各會員國需於 C-9 月前(即今年 11 月 22 日前)提供祕書處。
4. 各職類技術規範業於今年 8 月 22 日前公告於 WSI 網站。
5. 職類名稱變更(Web Design and Development 改為 Web Technology)。
6. 上屆阿布達比國際賽選手未達法定職類(石雕、創意模型製作、印刷、鋼筋建築作業、商務物流)，其中商務物流因預先報名未達法定人數，確定上海國際賽後停辦，其他職類如競賽當天選手未達 12 人，則上海國際賽則不再辦理。(與我國參賽職類相關者為創意模型製作，目前報名人數為 13 人，將密切關注競賽當天選手參賽情形)

7. 明年喀山國際賽共辦理 56 個職類競賽，其中 42 個職類已指定競賽經理人，另 14 個職類仍為舊制(僅有國際裁判長及國際副裁判長)，屬舊制職類，副裁判長仍須出席準備週會議。
8. 所有裁判需提交英文履歷，取代目前線上登錄，將作為裁判競賽前準備資料之一，由各會員國彙送 WSI 祕書處。
9. 2019 國際賽，11 月 15 日開放各國代表團套裝行程登錄，分 3 次繳款。準備週會議(明年元月 21~27 日)報名截止日為 10 月 26 日。

(八)策略委員會重要決議：

1. WSI 品牌使用須知可從 WSI 品牌專刊 3.0 中得知，供各會員國依循。WSI 品牌發展規劃包括：

(1)在 2019 年喀山國際賽時，希望各會員國採用新 logo。

(2)2019-2020 間，WSI 提供更新版本供各會員國使用。

(3)2021-2025 間，WSI 行銷公關部門將轉變成品牌條件提供者。

2. WSI 的贊助商或贊助夥伴，截至 2018 年 10 月止，計有 21 個全球夥伴；其中有 2 個是全球頂級夥伴、18 個全球產業夥伴和 1 個全球支持者。目前刻正與 12 個潛在贊助商洽談中。
3. 參考 WSI2025 願景，刻正對於相關贊助商之權利義務重新全面檢視中，未來會將相關議題納入會員年度調查。針對拉脫維亞正代表提問有關 OECD 和 WSI 之關係，策略委員會副主席 Ms. Gates 回應僅是合作關係並無契約關係。
4. 有關區域性組織或各會員國國內之贊助商，如擬成為 WSI 全球化贊助商，須完備相關程序及審核(競賽部門、競賽委員會主席及副主席、WSI 執行長和常務理事會同意)才能為全球性贊助商。
5. WSI 成立之冠軍基金會(WSCT)將設置虛擬網路之技能平台發展，後續將送常務理事會議、秘書處和冠軍基金會等共同研提未來執行細節。
6. WSI 重視到人力資產，特別邀請具備 WSI 國際裁判經驗者，設置裁判教練團(Expert Faculty)。

7. 2018 年 BeChangeMaker 社會企業創造者競賽，今年有來自 31 個國家、166 隊報名參加，並分階段訓練及評選，最後選出 5 隊，在本次策略委員會中進行決選，除現場評審外，也邀請各會員國進行線上投票。參與決賽之 5 支隊伍，摘要說明如下：

(1)LuLu Lab：來自丹麥，利用互動線上遊戲提供年輕一代更好的教育，特別是針對非洲女孩，能藉以瞭解性別和健康等不同議題。

(2)Monbarmij：來自黎巴嫩，在阿拉伯地區提供高品質線上教育資源，提供弱勢社區學生學習機會。

(3)Ripple：來自印度，運用 RO 逆滲透產生的再生水，解決印度班加羅爾(Bangalore)地區的缺水危機。

(4)Sirius：來自敘利亞，提供創新方式來協助聾啞民眾，使用感應式手臂來傳達聲音和文字訊息。

(5)Uroborus：來自瓜地馬拉和洪都拉斯，目前在台灣就讀大學，創造一互動平台，幫助農夫解決稻草之再利用，達到環境永續發展的目標。

(6)經票選結果，由 Uroborus 獲得第一名。

8. 策略委員會認為涉及技職教育發展研究議題，將集中在各會員國關注議題，除協助各會員國，並借助年輕朋友行銷技能，讓大眾重視對其技能職涯發展， 2019 的國際技能競賽 3 個研究計畫：

(1)青年對未來工作之聲音-與 OECD 合作。

(2)WSI 會員國全國技能發展體系進行調查研究。

(3)對所有會員國進行新技能型態調查，協助第三方團體等瞭解參與 WSI 之價值。

9. 非洲技能發展議題：由 WSI 特別事務副會長報告 WSI 在 2017 到 2018 間相關活動及計畫，包含下列事項：

(1)國際技能組織非洲分會將於 2018 年 11 月 28-30 日在盧安達共和國基加利(Kigali)舉辦非洲區技能競賽，該競賽同時獲得 FESTO 和 Lincoln Electric 等全球產業夥伴之支持。

(2)韓國全球技術轉移學院成立WSI第一個能力建構中心，協助非洲地區發展，同時鼓勵更多會員國成立能力建構中心，共同協助非洲地區國家參與國際技能組織。

(3)有關一(會員)國家一非洲朋友倡議，希望更多會員國協同 WSI 共同參與協助與目前尚非會員國之非洲國家，建立協助管道。

(4)WSI 能力建構中心介紹：由韓國助理經理 Eddie Lee 介紹韓國全球技術轉移學院與 WSI 合作之能力建構中心及其執行績效，哥斯大黎加技術大表也分享參與韓國的能力建構中心的經驗。

10.針對國際技能組織 WSI 與各區域性組織之關係：WSI 希望確保各區域技能組織發展，不致產生競爭情事。常務理事會要求各區域組織如要使用 WorldSkills 之名義前，必須符合相關準則方可使用，須簽訂備忘錄。策略委員會將定義和管理 WSI 和區域組織間的關係發展政策與綱領，以確保 WorldSkills 品牌的使用。

(九)其他重要決議：

1. 2025 願景策略行動計畫部分

(1)永續性部分：同意卓越評分計畫，確保評分公正性；訂出指導綱要，確保個別職類展現卓越技能及讓會員國效尤；討論何謂卓越、如何達成、一旦達成及如何維持、誰來評估及稽核；提高產業參與。

(2)職類增減部分：同意設立工作小組訂定職類增減原則；啟動前述工作小組，定期檢視相關原則。

(3)材料設備管理部分：同意推動 2019 國際賽材料設備管理系統；完成 2021 國際賽與主辦機構的合作備忘錄；持續探索及發展相關軟體，強化競賽設備材料的管理。

(4)管理及領導部分：同意新常務理事組織結構。

(5)WSI 會員權利及限制：同意設立工作小組，研擬會費計算原則及公式，同時研議非正式會員的年費問題；該小組亦將釐清 WSI 與會員國間權利義務。

2. WSI 將正式採用弦樂版本作為 WSI 之歌。
3. 2020 年全體理事會議主辦城市，經出席全體會員國同意 2020 年 10 月 5~8 日在愛爾蘭都柏林(Dublin)舉辦。
4. 同意波蘭申請為 WSI 會員國，成為 WSI 第 80 個會員國。
5. 考量國際技能基金會(WorldSkills Foundation)與 WSI 重疊性，加上 WSI 為一非營利性組織，同意廢除國際技能基金會。

(十) 俄羅斯正代表報告 2019 年喀山國際賽籌備情形，除青年組技能競賽、一校一國活動、研討會外活動外，將邀請各會員國部長參與部長論壇，同時首次在國際賽辦理青少年組技能競賽。2019 年喀山國際賽預訂於 2019 年 8 月 22~27 日在俄羅斯喀山舉辦。

(十一) 中國大陸報告 2021 年上海國際賽籌備情況，同時說明中國大陸爭取國際賽時允諾興建國際技能組織博物館的辦理情形，大會也鼓勵各會員國針對該博物館興建提供意見，讓該博物館能呈現國際技能組織的完整歷史。

(十二) WSI 各區域技能競賽組織報告目前現況，目前歐洲區域技能組織計有 28 個國家，美洲區域技能組織計有 25 個國家，東南亞國協技能組織計有 10 個國家。

(十三) 本次全體理事會議期間，同時舉辦冠軍選手論壇，該論壇係 WSI 提供近 3 屆國際賽選手交流的活動，本次計有約 30 餘位來自各國的選手參與，為期 5 天的活動，包括討論如何建構選手持續參與國際技能組織活動之最佳方式、如何協助選手發展有助就業的相關技能、如何提供選手相關技能及知識以利協助國際技能組織或國家在技能之推廣等。

(十四) 本次全體理事會議期間，召開多項周邊會議，較值得關注的是由我國林常務次長三貴主持的”非洲技能發展”會議，謹就會議重點摘述如後：

1. 目前有意願加入 WSI 的非洲國家，計有貝南(Benin)、喀麥隆(Cameroon)、吉布提共和國(Djibouti)、衣索比亞(Ethiopia)、迦納(Ghana)、肯亞(Kenya)、賴比瑞亞(Liberia)、奈及利亞(Nigeria)、塞內加爾(Senegal)、索馬利亞(Somalia)、坦尚尼亞(Tanzania)、烏干達(Uganda)等 12 個國家。

2. 納米比亞分享參與韓國能力建構中心的經驗，包括：韓國技術轉移學院(GIFT)在 2016 年派遣 Dr. Youngil Cho 協助建立競賽技術文件(競賽規則、技術規範、競賽試題、技術手冊、倫理道德條款)；2015~2018 年納米比亞裁判參與韓國全國技能競賽，並參與職類競賽評分；2018 年 6 月韓國裁判及技術顧問提供相關的訓練課程(美髮、砌磚、門窗木工)；2018 年 9 月韓國提供 3 位納米比亞裁判相關密集訓練等。
3. 尚比亞分享參與 2018 年韓國能力建構中心的經驗，包括：韓國派遣經理觀摩尚比亞全國技能競賽；尚比亞派遣裁判參加韓國研討會、管理小組訓練課程及裁判訓練課程等。此外，尚比亞特別提及今年該國服裝設計裁判參與我國全國技能競賽。
4. 盧安達教育部、非洲聯盟組織、FESTO 及 Lincoln Electric 於 2018 年 11 月 20-23 日在盧安達基加利市(Kigali)聯合辦理 7 個職類的非洲技能競賽(焊接、機電整合、室內配線、配管暖氣、西餐、美髮)，計有貝南(Benin)、迦納(Ghana)、肯亞(Kenya)、賴比瑞亞(Liberia)、摩洛哥(Morocco)、盧安達(Rwanda)、突尼西亞(Tunisia)、 烏干達(Uganda)等 8 個非洲國家參加

(十六) 我國黃正代表秋桂利用開會休息時間，密集與 WSI 常務理事交換意見，同時其他國家（包括日本、韓國、阿拉伯聯合大公國、英國、芬蘭、新加坡等）代表團就技能競賽相關議題，進行雙邊交流，有助日後我國與其他國家在技能競賽領域進一步合作。

參、心得與建議

一、 本次全體理事會議決議理事成員選舉採半數更換方式，有別於過去每四年一次選舉所有常務理事成員。明後兩年(2019~2020)將是 WSI 常務理事成員選舉的關鍵時期，由於 WSI 重大決策均需通過常務理事會議，其重要性不可言喻。常務理事成員變動，將牽動 WSI 未來政策的走向，值得我國密切關注。

二、 過去 WSI 投入諸多的人力及時間並提出 WSI 2025 願景及其行動計畫，作為 WSI 未來 10 年的策略發展方向。從 WSI 2025 願景的六大重點策略方向(技能推廣、教育訓練、競賽、職涯發展、國際合作、研究)，不難發現，WSI 已由競賽向外拓展周邊領域。我國過去過度重視國際賽表現，或許需跟上 WSI 策略考量並作適度的調整，鼓勵更多青年學習技能，並使選手有更好的職涯發展。

三、 本次全體理事會期間同時邀請參加近三屆之國際技能競賽選手參加冠軍論壇，藉由論壇了解青年選手對 WSI 的建議，讓各國優秀選手可針對世界技能發展趨勢及推動情形等議題充分討論與建議，將渠等意見納入國際技能組織未來政策發展研訂之參考。過去我國在歷屆國際技能競賽均有不錯的成績，也培育不少冠軍選手，未來應可藉此國際交流機會，鼓勵青年人積極參與，除可分享我國選手經驗外，亦可渠等擴展國際視野。

四、 本次策略委員會議決選 BeChangeMaker 社會企業創造者競賽的優勝隊伍。本次計有來自我國等 31 個國家、166 團隊參賽，我國由黃偉翔、黃于真、鄭欽豪等組隊以老舊校園改善參與本次活動，最後獲得第 12 名的佳績。BeChangeMaker 社會企業創造者競賽活動由 WSI 及惠普公司發起，讓有技能技青年提出社會問題的解決方案，是一非常有意義的活動。未來我們似可以鼓勵更多國內年輕朋友，運用所學的技能，共同來參與。

五、 本次會議期間，日本為爭取 2023 年國際技能競賽，由日本厚生勞動省政務次長 Mr. Hiroshi UENO 密切與各會代表接觸，展現日本的企圖心。惟其

對手法國也積極以文宣方式尋求各會員國支持，過去法國在 2013 年、2019 年曾爭取國際賽主辦權均失利，此次再捲土重來，值得我國關注兩國後續進展。

六、 明年國際技能競賽第一次將青少年組競賽納入，年齡限制在 14-16 歲，共舉辦 12 個職類，本次會議會長 Mr. Simon Bartley 在致辭時特別提及青少年組競賽，期盼鼓勵青少年學習技能。今年我國在亞洲賽亦選派選手參加青少年組競賽，獲得 2 金 2 銀 2 銅的佳績；明年喀山國際賽，我國將持續協同教育部，選派選手參加，讓技能持續向下紮根。

七、 全體理事會中決議，各會員國需提交所有國際裁判的英文履歷，作為競賽準備的必要項目之一。事實上，國際裁判的專業能力，攸關評分品質及競賽公正性，因此 WSI 除要求國際裁判在競賽前需完成相關強制性訓練外，本次新增加要求未來職類評分需採小組方式進行，同時符合要求的國際裁分方能參與評分等，應持續關注 WSI 對國際裁判的相關要求，以確保我國國際裁判的權益。

八、 本次非洲技能發展會議特別邀請納米比亞及尚比亞分享參與韓國能力建構中心的經驗，包括韓國協助渠等建置技術規範等文件、辦理研討會及訓練課程，同時韓國派遣人員前往該等國家瞭解競賽實情等，以協助其發展技能競賽。查過去韓國產業人力公團長期協助發展中國家提升技能水準及職業訓練，據以提出能力建構中心的計畫。未來我國在思索建構能力建構中心時，韓國經驗可資我國參考。

九、 2019 年參賽地點在俄羅斯喀山，為利爭取競賽佳績，建議於 2019 年 1 月參加 WSI 競賽準備週會議時，由出席會議人員先行和我國駐俄羅斯代表處接洽，瞭解該國相關風俗文化背景及競賽可協助資源，以利提早因應競賽準備事宜，做好萬全準備。

附錄 1 – 2018 國際技能競賽競賽全體理事會議日程表

MONDAY, 15 OCTOBER 08:00-12:15

TIME	DURATION	ITEM	DESCRIPTION	PRESENTER
8:00	10 min	1	Welcome • Welcome new Delegates, Observers, Global Partners, WSCT, WSK2019, WSS2021 • New Delegates Introduction	Chair
8:10	5 min	2	Welcome from host Member	WorldSkills Netherlands
8:15	5 min	3	Objectives of this meeting	Chair
8:20	8 min	4	Agenda and minutes 1. Approval of the agenda 2. Adoption of the previous minutes 3. Matters arising from the previous meeting (not raised in the agenda)	Chair
8.28	5 min	5	Admission of new Member • Bangladesh Ratification	Chair, CEO
8:33	22 min	6	Welcome new Global Partners • VCOM • Fanuc • Car-o-Liner	Chair
8:55	20 min	7	President Report	Chair
9:15	30 min	8	CEO Report	CEO
9:45	40 min	9	Vision 2025 Strategic Action Plan reports and proposals	CEO
10:25	20 min		Coffee/tea break	
10:45	30 min	10	WSC2019 • Welcome to Kazan • Packages	CEO, WSK2019
11:15	10 min	11	GDPR and personal privacy Registration and Accreditation Systems	Senior Manager of Operations and Information Systems
11:25	15 min	12	WSC2019 strategic objectives	CEO, WSK2019

TIME	DURATION	ITEM	DESCRIPTION	PRESENTER
11:40	30 min	13	WSC2021 progress report and Museum	WSS2021
12:10	5 min	14	Housekeeping • Lunch and conference logistics	
12:15			Close	

Note: There will be a meeting on **WSI Finances 12:30-13:30** (in the Emerald I, II, and III rooms) open to all delegates.

The objective of this side meeting (optional attendance by any delegate) is to provide new and interested delegates with the opportunity to spend more time on the financial documents than is normally available in the General Assembly (GA) meeting. The Board believes this arrangement allows any delegate to learn and ask questions about the WSI finances which is very important (as the tight timing of a GA agenda does not allow for this).

An overview of internal WSI procedures and financial planning and control mechanisms will be provided along with the way they interface with the Baker Tilley Berk (BTB) audit process as the end of year (EOY) 2017 Financial Statements and the BTB Audited Financial Statements are presented and discussed. The 2018 mid-year financial results and 2019 annual Member Fee calculation will be explained, and the draft 2019 Budget will be presented. Lastly, delegates from this session will have an opportunity to make recommendations to the GA about the formal endorsements required to satisfy the conditions of the Constitution, Standing Orders, and Dutch Law.

WEDNESDAY, 17 OCTOBER 08:30-15:00

TIME	DURATION	ITEM	DESCRIPTION	PRESENTER
08:30	5 min	1	Welcome Welcome new Delegates, Observers, Global Partners, WSCT, WSK2019, WSS2021 New Official Delegates Introduction	Chair, Vice Chair
08:35	5 min	2	Welcome from host Member	WorldSkills Netherlands
08:40	5 min	3	Meeting objectives	Chair, Vice Chair
08:45	5 min	4	Agenda and minutes 1. Approval of the agenda 2. Adoption of the previous minutes 3. Matters arising from the previous meeting (not raised in the agenda)	Chair
08:50	15 min	5	Brand update and implementation	Director of Marketing and Communications
09:05	10 min	6	Sponsorship and Partnership	Director of Sponsorship and Partnership
09:15	15 min	7	Champion Engagement	Conference and Programmes Manager, WSCT Representative
09:30	5 min	8	WorldSkills Expert Faculty introduction	Senior Manager of Partnership Programmes
09:35	10 min	9	BeChangeMaker introduction	Senior Manager of Partnership Programmes
09:45	30 min	10	Research • WorldSkills OECD: Youth Voice for the Future of Work • Measures for educational and skills development • Member survey	Vice Chair Neil Bentley UK Ekaterina Loshkareva RU Director of Sponsorship and Partnership

TIME	DURATION	ITEM	DESCRIPTION	PRESENTER
10:15	10 min	11	Skills Development in Africa	Vice President for Special Affairs
10:25	15 min	12	WorldSkills Capacity Building Centres • GIFTS Korea • Call for action	Senior Manager of Partnership Programmes, WorldSkills Korea
10:40	30 min		Coffee/tea break	
11:10	5 min	13	WorldSkills Anthem	CEO
11:15	10 min	14	WorldSkills International and relationship with regional organizations and competitions	CEO

11:25	45 min	15	Vision 2025 Strategic Action Plan reports and proposals
			• **Topic 2**: Skills in, skills out
			  • Project team and implementation
			  • Q&A
			• **Topic 4**: Governance and Leadership
			  • New organizational structure – making it work
			  • Q&A
				CEO, Chair, Vice Chair

12:10	5 min	16	SC recommendations to the GA	Chair, Vice Chair
12:15	10 min	17	Other business	Chair, Vice Chair
12:25	5 min		Housekeeping	Chair, Vice Chair
12:30	60 min		Lunch	
13:30	5 min	18	BeChangeMaker 2018 live pitch finale • Introduction	

TIME	DURATION	ITEM	DESCRIPTION	PRESENTER

13:35	60 min		BeChangeMaker 2018 live pitch
			• First finalist
			  • pitch and live-demo
			  • answer judges' questions
			• Second finalist
			  • pitch and live-demo
			  • answer judges' questions
			• Third finalist
			  • pitch and live-demo
			  • answer judges' questions
			• Forth finalist
			  • pitch and live-demo
			  • answer judges' questions
			• Fifth finalist
			  • pitch and live-demo
			  • answer judges' questions	

14:35	15 min		BeChangeMaker 2018 • Top three teams selection and awarding	
14:50			Housekeeping	Chair
14:55	5 min		Group photo	
15:00			Close	

THURSDAY 18 OCTOBER 10:30-17:30

TIME	DURATION	ITEM	DESCRIPTION	PRESENTER
10:30	5 min		Welcome GA session two	Chair
10:35	15 min	15	Finance report • 2017 Financial reports and audit report • 2018 year-to-date • 2019 budget • 2019 Member Fees	Treasurer, CEO
10:50	10 min	16	WorldSkills Foundation	WSF
11:00	10 min	17	Global Partner feedback	Global Partner representative
11:10	15 min	18	WorldSkills Expert Faculty outcomes	WSEF
11:25	15 min	19	WorldSkills Champions Trust update	WSCT
11:40	45 min	20	WorldSkills Champions Forum presentation	WSCF
12:25	65 min		Lunch	
13:30	10 min	21	WorldSkills Museum project development	CEO
13:40	10 min	22	Organizational miscellaneous items	CEO
13:50	30 min	23	Reports and proposals • CC report and proposals to the GA • SC report and proposals to the GA • BoD report and proposals to the GA	 Chair CC, Vice Chair CC Chair SC Vice Chair SC Chair, CEO
14:20	30 min	24	Vision 2025 Strategic Action Plan proposals • Approvals and adoptions • Constitution and Standing Orders updates	Chair, CEO
14:50	30 min		Coffee/tea break	
15:20	15 min	25	WSC2017 report and reflections	WSAD2017
15:35	20 min	26	WSC2019 update two	CEO, WSK2019

TIME	DURATION	ITEM	DESCRIPTION	PRESENTER
15:55	15 min	27	GA2020 Host confirmation • IE bid presentation GA confirmation	Chair, WorldSkills Ireland
16:10	10 min	28	WSC2023 Requests for Proposals	CEO
16:20	30 min	29	Regional reports	Chair
16:50	5 min	30	Other business	Chair
16:55	20 min	31	Awards and recognitions • Honorary Members • Certificates of Merit • Member anniversaries	CEO
17:15	10 min	32	Vote of thanks to WorldSkills Netherlands Response by WorldSkills Netherlands	Chair WorldSkills Netherlands
17:25	5 min		Housekeeping • Dinner and departure logistics	WorldSkills Netherlands
17:30			Close	

附錄 2－全體理事會議參考資料

VISION 2025 STRATEGIC ACTION PLAN DEVELOPMENT AND PROPOSALS

1 INTRODUCTION

Between May and August this year WSI hosted 30 videoconferences (~ 60 hours) and four days of face-to-face meetings (London and Hong Kong), discussing five principle actions from our Vision 2025 Strategic Action Plan. Each topic was progressed through three rounds of videoconferences and multiple face-to-face meetings.

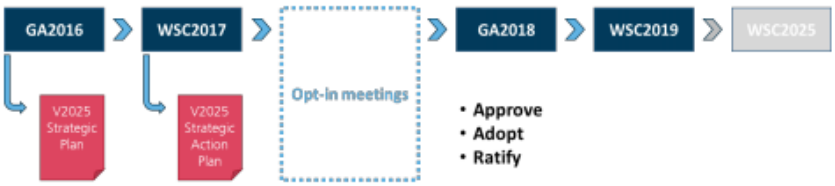
This document explains the background and process, the topics that were discussed, the Members and Partners who participated, and most importantly it presents the current progress and recommendations and/or proposals to the General Assembly.

Members will be asked to approve the recommendations and proposal and adopt the governance updates as presented in section 4.

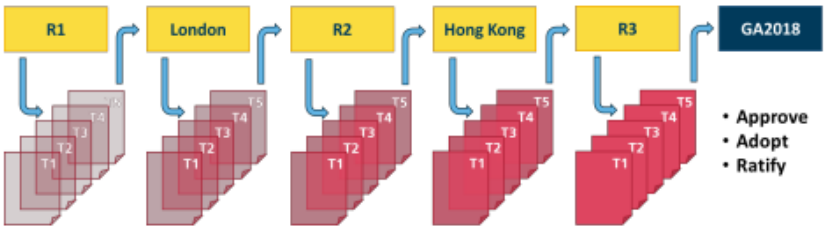
2 BACKGROUND AND PROCESS

As an organization we agreed not to host working groups discussing major topics at the General Assembly. This will allow delegates more time to network and, even more importantly, to focus the meetings on progressing important decisions and improvements. Part of this increased opportunity to network, share, and learn is the expanded and improved Conference at GA2018.

We implemented the proven process of having opt-in videoconferences followed by opt-in face-to-face meetings. This allowed all Members and Global Partners to engage in the topics that are important to them and allowed more time to develop consensus and detail ready to present to the full organization at the GA.



Vision 2025 Strategic Action Plan development.



Opt-in meeting progression.

3 TOPICS

At the General Assembly at WorldSkills Abu Dhabi 2017 we asked all Members to indicate their priorities in the Action Plan (using green and yellow stickers on large print-outs). We collated this feedback and provided it in the "Presentations" for the GA at item 09).

Based on that and the Board and Secretariat's review, the following five topics were selected to be the major strategic focus for the working groups this year. Please note that principle action 1.7 was added to the Vision 2025 Strategic Action Plan as part of the WSC2017 review. We will of course work on many other strategic objectives and principle aims and we welcome any comments on any topic from any Member or Partner.

TOPIC	FROM ACTION PLAN FOR 2017-2019
T1	**Principle action 1.1**: Commission an immediate competition sustainability study to identify alternative competition structures that ensure the long-term viability and dynamism of the international competitions, and involve Skill Competition Managers as key players. Each skill to develop a set of options for constraining space, equipment, duration, cost, and other elements, (plus the use of heats, shifts, etc.), whilst maintaining competition excellence and visitor and media attractiveness, so that WSI has a choice of operational models to suit a wide range of venue sizes, budgets, and Competitor numbers.
T2	**Principle action 1.2**: Establish a project team to regularly examine and update the current mix of skills, including combining, eliminating, capping skill numbers, and review the numeric requirements (Competitors and regional coverage) to launch or keep a skill in the WorldSkills Competition (to be ready by December 2018 for bidders for WSC2023).
T3	**Principle action 1.7**: To review all requirements and milestones and develop and implement an IL Management System for all aspects associated with infrastructure at a WorldSkills Competition. To re-define and position the relationship between WSI and the Competition Organizer in the preparation and delivery of the WorldSkills Competition. To review and finalize all milestones associated with the preparation of the WorldSkills Competition and the accountability of the Competition Organizer in meeting the milestones.
T4	(Principle action 7.2 and 7.3 combined) **Principle action 7.2**: By 2019, complete a comprehensive review of governance, Board, committee responsibilities, and regional arrangements, including consideration of, but not limited to: • The roles and responsibilities of the Board and Board members for strategic governance and oversight of WorldSkills; • The structure, responsibilities, and membership of committees to help drive progress in the six focus areas; • The contribution, structure, and remit of regional approaches for the delivery of Vision 2025; and • The need for, and suitability of existing, mechanisms to manage finance, audit, risk, and the wider engagement of WorldSkills with the international community, including the potential use of professional advisers and non-executive directors.

TOPIC	FROM ACTION PLAN FOR 2017-2019
	Principle action 7.3: By 2019, and in parallel with the governance review, complete a leadership and management review, including consideration of but not limited to: • The design, responsibilities, organization, and skill sets of the leadership and management team required to deliver Vision 2025; • The future structure of the Secretariat and the potential appointment, under the CEO, of directors for all, some, or combinations of, the six focus areas • Strategic development programmes for all senior staff to help ensure the effective operation of new leadership and management arrangements; and The potential to tap into greater expertise, innovation, and talent from Members, regional organizations, partners, sponsors, and international agencies.
T5	**Principle action 7.1**: By 2020, complete a comprehensive review of Membership conditions, requirements, and privileges to serve the strategic aims above, including consideration of, but not limited to: • New requirements for, and a more progressive approach to, entry to membership over the first two to three competition cycles; • Exploration of new categories of membership, including for individuals, corporates, training organizations, and partners, whilst preserving the democratic authority of Members; • Differentiating National membership by experience, by competition performance levels, by Member's levels of involvement in the six focus areas, or by other means; • Whether and how membership conditions, responsibilities, and privileges (including fees and voting rights) vary by category of membership; and • Development of a clear system of mutual accountability between WorldSkills and its Members.

4 SUMMARY: RECOMMENDATIONS AND PROPOSALS

At the final videoconference meetings (Round 3), all conclusions, recommendations, and proposals were presented back to delegates. This provided the latest status for all topics and allowed fine-tuning on some details. The CEO provided clarity on what topics would be presented to the General Assembly as a progress report, and what topics would be presented as recommendations for approval and what proposals would be presented for adoption. There was 100% consensus and support from all Members and Partners on these outcomes.

All presentations and meeting notes from the videoconferences and face-to-face meetings are available from www.worldskills.org/SCOI2018.

The following table summarises the recommendations and proposals for each topic.

NO.	VISION 2025 STRATEGIC ACTION PLAN TOPIC	RECOMMENDATIONS AND/OR PROPOSALS AT GA2018
Topic 1	Competitions sustainability and competition structures	Proposal to the General Assembly for **approval** of the "excellence in marking" project for WSC2019. Progress report with a list of recommended tasks to address after GA2018.
Topic 2	"Skills in, Skills out"	Proposal to the General Assembly for **approval** of the terminology updates and definition of skills for WSC2019. Progress report with a list of recommended tasks to address after GA2018.
Topic 3	Infrastructure Management, WSI and host relationship and milestones	Proposal to the General Assembly for • **approval** of the repositioning relationship between WSI and the Competition Organizer regarding skill competition infrastructure. • **approval** of the principles related to the accountability of a Competition Organizer.
Topic 4	Governance and Leadership	Proposal to General Assembly for **adoption** of the new organization structure and responsibilities and new Board structure and responsibilities.
Topic 5	Review of Membership conditions, requirements, and privileges	Progress report with a list of recommended tasks to address after GA2018.

5 UPDATES TO THE CONSTITUTION AND STANDING ORDERS

It is too complicated to provide updates to the Constitution and Standing Orders until the General Assembly adopts updated and/or new policy and governance.

Therefore, the following process will be followed:

1. At GA2018, the General Assembly will approve this process for the updating of the Constitution and Standing Orders.
2. Based upon approved and adopted items from GA2018, the Constitution and Standing Orders will be updated using track changes.
3. The track changed versions will be emailed to all Members (OD and TD) for review. If Members have any questions or would like to discuss any aspect of these updates they can join a videoconference. Members will be offered two alternatives times to join a videoconference or they can ask for a one-on-one appointment.
4. After two weeks from the date of receiving the updated Constitution and Standing Orders, the Member will receive an invitation to vote online for the ratification of these two official documents.

6 MEMBER AND PARTNER PARTICIPATION

The following Members and Partners contributed to the development of the recommendations and proposals.

6.1 MEMBERS AND GLOBAL PARTNERS

Members: Armenia AM, Australia AU, Austria AT, Bangladesh BD, Belarus BY, Belgium BE, Canada CA, Chile CL, China CN, Columbia CO, Costa Rica CR, Croatia HR, Ecuador EC, Finland FI, France FR, Germany DE, Hong Kong, China HK, Hungary HU, Iceland IS, India IN, Ireland IE, Israel IL, Jamaica JM, Japan JP, Kazakhstan KZ, Korea KR, Latvia LV, Lichtenstein LI, Macao, China MO, Malaysia MY, Namibia NA, Netherlands NL, New Zealand NZ, Palestine PS, Philippines PH, Portugal PT, Saudi Arabia SA, Singapore SN, South Tyrol, Italy IT, Sweden SE, Switzerland CH, Chinese Taipei TW, Thailand TH, Turkey TR, United Kingdom UK, United States US, Zambia ZM.

Global Partners: Samsung, VCOM, BASF, Lincoln, 3M, AWS, Autodesk, and Festo.

6.2 INDIVIDUALS

Thanks to the following individuals from the above Members and Partners, and our Champions Trust.

6.2.1 MEMBERS

- Lilit Petrosyan AM (Technical Delegate)
- Johannes Fraiss AT (Official Delegate)
- Kevin Harris AU (Official Delegate)
- Brigette Collins AU (Technical Delegate)
- Dario Walcott BB (Technical Delegate)
- Mohammed Rezaul Karim BD (Technical Delegate)
- Khorshed Alam BD
- Mohammad Quamruzzaman BD
- Modhusadam Sarkar BD
- Nepal Chandra Karmaker BD
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- Aiman Albilaly SA
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- Guan Teck Heng SG (Technical Delegate)
- Samuel Mok SG (Technical Delegate Assistant)
- Soh Sze Wei SG (Technical Delegate Assistant)
- Vacharapong Mukchard TH (Technical Delegate)
- Kerem Koker TR (Technical Delegate)
- Ming-Shan Chen TW (Technical Delegate)
- Chris Humphries UK (Honorary Member)
- Ben Blackledge UK (Technical Delegate)
- Parisa Shirazi UK (Technical Delegate Assistant)
- Neil Bentley UK(Official Delegate)
- Tim Lawrence US (Official Delegate)
- Scott Norman US (Technical Delegate)
- David Worden US (Technical Delegate Assistant)
- David Chakonta ZA

6.2.2 PARTNERS

- Matthew Bell, Autodesk
- Rich Miles, 3M
- Jeff Kamentz, AWS
- Andrea Huang, BASF
- Constantine Nip, BASF
- Samantha Chan, BASF
- Carl Peters, Lincoln
- Dorothee Schmid, Lincoln
- Kyunghee Jeon, Samsung
- Dr Dong Seob Jang, Samsung
- Cathy Wang, VCOM
- Eris Deng, VCOM
- Jennifer Huang, VCOM
- Laurel Law, VCOM

6.2.3 OTHERS

- Eugene Incerti, WorldSkills Europe
- Karina Salikova, WorldSkills Kazan 2019

TOPIC 1:
COMPETITIONS SUSTAINABILITY AND COMPETITION STRUCTURES

GA2018

This paper is a progress report to the General Assembly on Topic 1 with a specific proposal to be approved for implementation at WSC2019.

The General Assembly is to **approve** Proposal 1: Excellence in marking. This will be implemented at WSC2019 as a pilot project.

The tasks to be done after the GA2018 are listed in section 4.

The following proposals were discussed in detail but with further development required:

- Proposal: Qualifying for a competition – work-in-progress
- Proposal: Managing low scoring Competitors – work-in-progress

It is important to note that this principle action has been and continues to be a high-priority and focussed aspect of the Secretariat, Competition Committee, and Skill Management Team's work in planning and delivering the WorldSkills Competition (started in 2005). In addition to the ideas and recommendations in this paper, there are many other ideas, recommendations, initiatives, experiences, and solutions that are considered and sometimes implemented to address the objectives of this principle action.

This principle action is strongly interrelated with Topic 2 (Skills in skills out). WSI is currently addressing challenges and opportunities associated with the growth in registrations and skills competitions at WorldSkills Kazan 2019.

PRINCIPLE ACTIONS

Topic 1 addressed Principle Action 1.1 from the Vision 2025 Strategic Action Plan.

PRINCIPLE ACTION 1.1

Commission an immediate competition sustainability study to identify alternative competition structures that ensure the long-term viability and dynamism of the international competitions and involve Skill Competition Managers as key players.

Each skill to develop a set of options for constraining space, equipment, duration, cost, and other elements, (plus the use of heats, shifts, etc.), whilst maintaining competition excellence and visitor and media attractiveness, so that WSI has a choice of operational models to suit a wide range of venue sizes, budgets, and Competitor numbers.

KEY POINTS

Commission an immediate **competition sustainability** study to identify **alternative competition structures** that **ensure the long-term viability and dynamism** of the international competitions and involve Skill Competition Managers as key players.

Each skill to **develop a set of options** for constraining space, equipment, duration, cost, and other elements whilst **maintaining competition excellence and visitor and media attractiveness** so that WSI has a **choice of operational models** to suit a wide range of venue sizes, budgets, and Competitor numbers.

1 EXCELLENCE OR LEARNING

1.1 POSITIONING OF EXCELLENCE AND LEARNING IN SKILLS COMPETITIONS

WorldSkills Competitions are about both excellence and learning. Our competitions should assess and inspire excellence while also providing a learning and development experience for all Members.

The primary focus of our skill competitions should be about achieving and assessing excellence. At the same time, they should allow all Members to participate and be benchmarked against excellence.

Like the Olympics, the competitions (sports) are about high performance, the organization and participation in the competitions (sports) are about inclusions, learning, increasing involvement, and uptake in the sports, social impact, etc.

The following positioning was unanimously endorsed as WorldSkills positioning on the issue of excellence and learning: WorldSkills competitions are about both excellence and learning. But when "excellence" and "learning/inclusivity" compete or contradict each other then "achieving excellence" is a higher priority (i.e. it takes precedence) than "achieving learning or inclusivity".

1.2 DEFINING, IMPLEMENTING AND MAINTAINING EXCELLENCE

Our WorldSkills Standards Specifications (WSSS) should define excellence in each skill and each Test Project and marking scheme should test and assess to this level. Each competition should stretch high performing Competitors and show low performing Competitors (and Experts) where "excellence" is.

In order to achieve and assess excellence, you first have to define and quantify excellence!

What is excellence? How is it determined and how is it achieved? Once achieved, how do we maintain it? Who assesses or audits our level of achievement?

These questions were discussed, and it was agreed that WSI needs to develop and document positioning and answers to these questions. In addition, the Members (i.e. their stakeholders, partners, and Experts) need to help expand the current list of companies and sector organizations involved in the biennial review of the WSSS.

2 SUSTAINABILITY

Since WSC2005, WSI has been continually applying kaizen principles (kaizen is a Japanese business philosophy of continuous improvement – applying small changes that yield major improvements over time). This has produced significant and tangible net results.

For Topic 1, sustainability was discussed in two broad perspectives. One was around the sustainability of the WorldSkills Competition as an event. The other was the sustainability of each of the skill competitions.

2.1 SUSTAINABILITY OF THE EVENT

The sustainability of the WorldSkills Competition is really the sustainability of the organization. Without the Competition, WorldSkills would not exist. Therefore, it is critical that the value proposition of hosting must stay strong and attractive to ensure we always have Competition hosts. Tied into that is that the value proposition of participating must stay strong and attractive to ensure we always have Competitors, sponsors, and partners.

The WorldSkills Competition is scalable in terms of size. There is a minimum requirement, but no maximum and we can transition from a large venue to a smaller venue relatively easily. The available space is allocated and proportioned to official competitions, presentation skills, exhibition skills and showcasing and promotional activities, and conference.

The Secretariat can manage and guide this by considering many aspects such as:

- "skills in skills out" policy and guidelines (updated Guiding Principles being addressed in Topic 2),
- supply and demand of bidding Members and proposed venues and associated space and facilities,
- prioritizing and implementing strategic aspects of Competition preparation and delivery, and
- applying rules or policies, guidelines and principles for many operational aspects of Competition preparation and delivery.

2.2 SUSTAINABILITY OF EACH SKILL COMPETITION

WSI needs a number of options to consider how a skill competition can be held in such a way that excellence can still be determined in the face of inclusivity of all Members and the cost-effective provision of the necessary space and infrastructure to determine that excellence.

Different host countries and regions will have different constraints and opportunities based around their industry base, their stakeholder engagement, and other criteria.

Different event venues will have different constraints and opportunities for hosting our skills competitions. Can skill competitions occupy less space and still determine excellence? Can we use less infrastructure and still determine excellence? Can we reduce the number of competition hours and still have Competitors achieve excellence?

Each host country/region has similar overall costs but different individual costs.

3 MAINTAINING EXCELLENCE

There is a big difference between running an excellent skill competition and running a skill competition that assesses excellence. A WorldSkills Competition should be both.

What are the elements of a competition that contribute to quality (excellence)?

- WorldSkills Standard Specifications
- Test Project and associated assessment scheme
- equipment, tools, and materials
- performance of Experts and Skill Management Team

How long should a competition be?

- It doesn't take long to determine the lower performing Competitors, but it takes much longer to differentiate the higher and highest performing Competitors.

3.1 PROPOSAL 1: EXCELLENCE IN MARKING

3.1.1 INTRODUCTION

At every WorldSkills Competition there is a debate and ensuing comments, recommendations, and even accusations around the quality of some Experts marking. The quality of the marking is a major and ongoing issue that affects quality and excellence. Careful analysis shows this is an example where "excellence" and "learning/inclusivity" compete.

3.1.2 PRINCIPLES

Therefore, with the WorldSkills position on this now defined (see Section 1.1), excellence in marking is our priority. Comprehensive discussion concluded the following points:

- All Experts do not have to be involved in all aspects of running the competitions – they must work as a team, everyone must take responsibility to contribute but may contribute differently.
- With respect to marking and/or judging, it doesn't matter who marks as long as the judging is fair, high quality, according to agreed standards, and rewards the best Competitors.
- A marking team is a team of Experts who prove they are truly Experts with respect to assessment and marking for that skill. It does not matter what Member they come from or how many competitions they have attended – only those who meet the criteria are able to mark.
- Experts who wish to mark but do not meet the criteria will be offered the ability to learn so that they may develop and mark at future competitions.
- All Members will benefit as skills, knowledge and experience gained by excellence in marking can be taken back to national skills competitions and assessment development.

3.1.3 IMPLEMENTATION PROCESS

- The Skill Management Team (SMT) develops a schedule for assessment and the number of marking teams required.
- Experts indicate their interest and willingness to mark at the Competition including completing an application to assess.
- Interested Experts are interviewed by the SMT.
- Based on the number of Experts required for marking and the ability[1] of those interested in marking, the SMT appoints Experts who will mark.
- In parallel, those Experts who will not assess are assigned other important jobs for the successful running of the Competition.
- During assessment non-marking Experts can observe the process but cannot participate or comment on the marking. They cannot be present during the marking of the compatriot Competitor.

The proposal will be approved at GA2018 for implementation at WSC2019 in in four to eight skills that have a high proportion of judgement marking. After approval by the General Assembly, the details will be developed and finalized by CPW2019.

3.2 PROPOSAL 2: QUALIFYING FOR A COMPETITION

3.2.1 INTRODUCTION

If the quality of a skill competition is compromised due to the large number of Competitors in that skill at that competition, then we must reduce the number of workstations and/or Competitors. One

[1] An agreed process and associated criteria will be defined to determine ability to mark, i.e. "proven Expert"

proposal that was discussed in detail was to limit the number of Competitors who went to the WorldSkills Competition by having qualifying requirements.

3.2.2 PRINCIPLES

Every Member should be able to send a Competitor and/or an Expert to the WorldSkills Competition, provided that WSI can prepare and deliver high-quality skill competitions. But participation is an opportunity of Membership, not a right.

If the quality of a skill competition is compromised due to the large number of Competitors in that skill at that competition, then we must reduce the number of workstations and/or Competitors. The causes can be:

- too much infrastructure required,
- too much space required,
- too difficult to manage or execute effectively,
- not enough time or resources to mark all Competitors work, or
- any or all of the above reasons.

3.2.3 IMPLEMENTATION PROCESS

This proposal was not for all skills. It is only for those skill competitions that have too many Competitors and will suffer from one or more of the causes listed in Sub-section 3.2.2.

Example scenario: After careful analysis by WSI and the Competition Organizer, it is determined that there will be a problem with skill XX at WSC2021. The number of workstations needs to be capped and therefore WSI needs to limit the number of Member registrations.

So who can compete? The proposal was:

- Analyse the performance of Members over the last three competitions (e.g. WSC2015, WSC2017, WSC2019) and those Members who had an average mark of "60" or above would have a Competitor in WSC2021. ("60" is an example – the actual score to be used would require some analysis).
- Other Members (i.e. who did not qualify via the first bullet point) wanting to compete in that skill need to send their Competitors to a qualifying event which can be organised in VET training centres, VET schools, companies, etc. The duration, location, and date has to be discussed and planned. The content has to be quality assured by WSI: The best performing Competitors fill up the places left at WSC2021.

As expected, this created a lot of open questions:

- Who organizes and manages qualifying event?
- Who pays for costs of qualifying event?
- Are Competitors of Host Member automatically qualified?
- and many more questions…

After comprehensive discussion at the opt-in meetings, this proposal did not gain much support due to the potential additional cost for some Members. It morphed back into a "heats and finals" scenario. Members supported the idea that those eliminated after the first few days would learn just as much by observing the Competitors that progressed. Interestingly, there was not a push for have masterclasses or structured learning experiences. By discussing this proposal, many Members started to realize that the "heats and finals" model may be the best solution, and this is to be discussed further after GA2018.

We should develop skill competitions models where all Members can send Competitors to participate and compete. But, in some skill competitions we need to, at a certain stage in the process, offer an

alternative route focussed on learning for the low performing Competitors and their Experts, to ensure we can assess excellence in that skill.

3.3 PROPOSAL 3: MANAGING LOW SCORING COMPETITORS

3.3.1 INTRODUCTION

In recent Competitions there has been an increase in the number of very low scoring Competitors – these are major outliers in the scoring profiles. WSI analysed the effect of these on the overall results and comparisons and the move to the WorldSkills Scale (700 scale) was a result of this.

But in the context of "excellence or learning", a discussion was started regarding managing low scoring Competitors and should they be allowed to participate at a WorldSkills Competition.

3.3.2 PRINCIPLES

The proposal was that in skills where there are traditionally high registrations that a streamlined national Test Project and associated marking scheme be introduced. This would be required to be used by all Members at their national competition or final selection.

Members could nominate to design the Test Project or the Skill Competition Manager (SCM) could oversee independent designers. A benchmark or threshold would be set by WSI in conjunction with the SCM and Standards and Assessment Advisor. This threshold is not disclosed. Members wishing to register for a skill competition would supply to WSI the CIS generated mark summary form date stamped with the actual date and time of the national competition (communicated prior to the Competition). Those Competitors who reach a certain score would progress to being invited to the WorldSkills Competition.

3.3.3 IMPLEMENTATION PROCESS

This proposal created a lot of discussion and many Members needed to have a better understanding of the effect of low scoring Competitors on the overall WorldSkills Competition. It will be explored further after GA2018.

4 TASKS AFTER GA2018

The following is a summary list of tasks after GA2018:

- Implement "Excellence in marking" proposal at WSC2019.
- Develop and implement "skills in skills out" policy and guidelines (Topic 2) to manage Competition event size.
- Continue to explore and develop policies and guidelines (including competition structures and operational models) to manage individual skill competition to ensure excellence while incorporating learning and inclusivity, e.g. "heats and final" model.
- Discuss and document "What is excellence? How is it determined and how is it achieved? Once achieved, how do we maintain it? Who assesses or audits our level of achievement?"
- Increase focus and resources towards industry's involvement in reviewing and updating WorldSkills Standards Specifications.

TOPIC 2:
SKILLS IN SKILLS OUT

GA2018

This paper is a progress report to the General Assembly on Topic 2 with a few terminology and rules updates to be approved for immediate implementation.

The General Assembly is to **approve** the terminology update and definition of skill types in Section 3.1. These will be implemented immediately for WSC2019.

The tasks after the GA2018 are listed in Section 5.

This principle action is strongly interrelated with Topic 1 (Competitions sustainability and competition structures). WSI is currently addressing challenges and opportunities associated with the growth in registrations and skills competitions at WorldSkills Kazan 2019.

PRINCIPLE ACTION

Topic 2 addressed Principle Actions 1.2 from the Vision 2025 Strategic Action Plan.

PRINCIPLE ACTION 1.2

Establish a project team to regularly examine and update the current mix of skills, including combining, eliminating, capping skill numbers, and review the numeric requirements (Competitors and regional coverage) to launch or keep a skill in the WorldSkills Competition (to be ready by December 2018 for bidders for WSC2023).

1 RESPONSIBILITY WITHIN WSI

Currently, it is the Competitions Committee that has the responsibility of deciding which skills will be hosted at a WorldSkills Competition. It was unanimously agreed that the decision of "skills in skills out" is a strategic decision and therefore the responsibility should be repositioned to be in the remit of the Strategic Development Committee. In doing so, there has to be involvement of Official Delegates, Technical Delegates, Member stakeholders, and WorldSkills stakeholders.

The decision of "skills in skills out" at a WorldSkills Competition will now be the responsibility of the Strategic Development Committee, driven by the "skills in skills out advisory group". (Note: the name of this group has not yet been finalized.)

2 UPDATED GUIDING PRINCIPLES

2.1 DEVELOPMENT STEPS

In 2006 a working group developed the Guiding Principles for determining which skills should be hosted at a WorldSkills Competition. These were adopted and are now in the Competition Rules **A.6**.

In order to achieve this principle action of the Vision 2025, the following steps were agreed:

1. Create a working group ("skills in skills out advisory group") to update the Guiding Principles (to be ready by WSC2019, i.e. ready for the WSC2021 competitions cycle).
2. Implement a standing working group ("skills in skills out advisory group") to
   - regularly review the Guiding Principles and
   - decide on skills in and skills out for each WorldSkills Competition.

2.2 ELEMENTS OF UPDATED GUIDING PRINCIPLES

2.2.1 DEFINITION OF A SKILL

What are the criteria for determining if a proposed skill competition should be offered at pre-Provisional Registration as a potential skill competition at the next WorldSkills Competition? This also incorporates the key question: "What is a skill"?

A workshop was held in Paris in November 2013 to discuss and define "what is a skill" with respect to what qualifies as a skill to be part of a WorldSkills Competition. The recommendations and outcomes were adopted and are now in the Competition Rules **A.6.4**.

It was agreed that these assessment criteria and the methodology are still relevant and form a very solid basis, but they should be reviewed as part of this project.

2.2.2 SECTORS

We currently state that:

WorldSkills International aims to achieve and maintain a balance of skill competitions reflecting the following sectors in the global economy:

- *Construction and Building Technology*
- *Creative Arts and Fashion*
- *Information and Communication Technology*
- *Manufacturing and Engineering Technology*

- *Social and Personal Services*
- *Transportation and Logistics*

Members highlighted that Agriculture, Retail and Science were not included. It was agreed that WSI needs to redefine the sectors represented and more importantly, how should demand and balance influence the Guiding Principles.

2.2.3 DIVERSITY

WSI currently states that:

WorldSkills International aims to develop a complementary range of skill competitions within each of the six sectors that properly reflect:

- *Modern skills necessary for competitiveness and economic success,*
- *Skills in ICT and innovation necessary in the knowledge society,*
- *Social and communication skills needed for work, including creativity, taking initiatives and problem solving, team communication, etc., and*
- *Skills that highlight tradition and cultural heritage.*

It was agreed that WSI would revisit the purpose of this principle with respect to using it as a Guiding Principle.

2.2.4 MEMBERSHIP DIVERSITY AND REPRESENTATION

The number of Members has almost doubled since the Guiding Principles were created in 2006. Accordingly, the membership diversity (i.e. economic, social, political, geographical) is greater than it has ever been. Therefore, the relevance of the skills competitions to Members is critical. Every Member who participated in the opt-in meetings confirmed that promoting skills and benchmarking were the reasons for participating in skills competitions. The key points are:

- skills that may be obsolete in one country now, may be very relevant in another
- large registrations indicate that the skill is popular and common to many Members
- 15-20 registrations indicate that the skill is relevant to Members

It was agreed that WSI needs to ensure skills competitions are a mix of relevant skills to all Members and not necessarily just being the most popular.

2.2.5 AGE OF COMPETITORS

The topic of age of Competitors was discussed and it was agreed that, because WorldSkills is about benchmarking the VET system that prepares young people for industry, the current policy and rule is correct.

Competition Rule: *"Competitors must not be older than 22 years in the year of the Competition. (Network Cabling, Mechatronics, Manufacturing Team Challenge and Aircraft Maintenance - Competitors must not be older than 25 years in the year of the Competition)".*

Policy: The age requirement is as per the Competition Rules but can be changed for an individual skill competition if there is majority support with valid reasoning. The criteria and methodology should be included in the updated Guiding Principles.

2.2.6 CAPPING

The policy and process for capping the number of Competitors in each skill competition has been in place from WSC2005 and will continue to be used. Once the maximum number of workstations is determined (primarily based upon supply of infrastructure by the Competition Organizer but may also

be based on effective management of the competition), the skill competition is capped. This means that no new registrations are accepted until an existing registration is removed.

However, capping has only been applied after Provisional Registration as one of the hosting requirements is that the Competition Organizer must supply workstations based upon numbers at Provisional Registration.

In future, capping may be applied prior to Provisional Registration and therefore the updated Guiding Principles need to address how to determine which Members should be given the available registrations.

2.2.7 RESPONSE TIME

WSI needs to be faster and more responsive to industry demand and opportunities. WSI needs to be more flexible, agile, and adaptable with new and emerging skills, technologies and sectors.

WorldSkills should actively support the use of Presentation Skills as a pathway to Official Skills. To be more responsive and proactive, consider removing the criteria that a skill competition has to be hosted at a national competition first.

2.2.8 SELECTION ORDER

What is the priority and sequence of inclusion (and exclusion) for skills competitions and other activities at a WorldSkills Competition when the available space does not allow all required or requested competitions and activities to be present?

This is currently in Competition Rules **A.6.1.1** and will be reviewed and updated.

3 TYPES OF SKILLS

3.1 TERMINOLOGY UPDATE

WSI will use simplified terminology that will be in place for WSC2019. Broadly there are three groups of skill development and promotional activities to be included in the venue layout at a WorldSkills Competition. These are:

- Official skill competitions (WorldSkills medals)
- Presentation skill competitions (competitions or presentations with competition elements, but not official WorldSkills competitions)
- Showcasing or exhibition activities

(Note: the WorldSkills Conference, Ministers Summit, and related networking events are essential elements of a WorldSkills Competition, but they don't use the venue floor area).

WSI will no longer use the term "Demonstration Skill". They are not a demonstration but a first time Official Skill.

WSI will remove Host Member Skills. This was a support mechanism for the Competition Organizer for WSC2007 and was used in WSC2009 and WSC2011. It is no longer relevant or applicable.

3.1.1 CURRENT

The following table is from Competition Rule **A.6.1.5**. It lists the current types of skills in a matrix and shows what attributes each type is entitled to.

SKILL	MINIMUM COMPETITORS	CIS	COMPETITION RULES	MEDALS	FINAL MEMBER RESULTS	ONE TIME ONLY
Official	8, 10, 12[1]	✓	✓	✓	✓	
Official Team	8	✓	✓	✓	✓	
Demonstration	6	✓	✓	✓	✓	
Host Member	1+5	✓	✓	✓		✓
Presentation	n/a					
Exhibition	n/a					

3.1.2 FOR WSC2019 ONWARDS

SKILL	MINIMUM COMPETITORS	CIS	COMPETITION RULES	WORLDSKILLS MEDALS[2]	FINAL MEMBER RESULTS	ONE TIME ONLY
Official	6, 9, 12[1]	✓	✓	✓	✓	
Official Team	6, 8[3] (teams)	✓	✓	✓	✓	
Presentation	n/a					
Exhibition	n/a					
WorldSkills Juniors	n/a	✓[4]	✓[5]			?[6]
FutureSkills	n/a	✓[4]	✓[5]			?[6]

NOTES

1. The current requirement for a new skill is 6 registrations in its first year, and then 8, 10, 12 registrations over the next three competitions. For WSC2019, instead of 6-12 registrations over four competitions, the requirement is 6-12 registrations over three competitions with the second competition requiring 9 competitors. After WSC2019, it will be reviewed to possibly be 6, 9, 14.
2. WorldSkills medals are the officially designed medals presented at the Closing Ceremony. Non-official skills may present their own designed medals within the skill at the completion of the competition.
3. The current requirement for a new team skill is 6 registrations and then to be 8 after that. This will stay in place for WSC2019 and will then be reviewed to possibly be 6, 9, 12.
4. A separate CIS to that used for the official skills is used for marking, ensuring complete separation from Member results and statistics.
5. Rules adapted from WorldSkills Competition Rules.

6. FutureSkills and WorldSkills Juniors will be incorporated into WSC2019. FutureSkills is a specific term used at WSC2019 and fits into the three broad categories as a mix of Presentation and Exhibition skills. WorldSkills Juniors fits into the three broad categories as Presentations skills. After WSC2019 they will be reviewed with respect to being an official part of a WorldSkills Competition.

3.2 WORLDSKILLS JUNIORS

The introduction of skill competitions for persons pre-VET (typically 13-17 years of age still in secondary school) was discussed.

There is an increase in Member activities around showcasing, exhibitions, presentations, and especially competitions for this age group at the national level. (STEM, STEAM, pre-VET). In some countries and regions they are hosted by the Member, and in others they are done by partner organizations.

The general consensus was that skills competitions and related activities are excellent for this target age group but there are many challenges and issues with taking minors to international competitions under the Member umbrella. It was agreed to review WorldSkills Juniors after WSC2019 with respect to its inclusion and positioning within the WorldSkills Competition.

4 MANAGING GROWTH AND SCALABILITY

Prior to pre-Provisional Registration, WSI and the Competition Organizer will have determined the capacity of the Competition Venue to host all expected competitions and activities.

If everything fits into the venue, then all is okay.

If the Competition Organizer has space limitations, the Guiding Principles will guide the priority and selection sequence of Official Skills, Presentation Skills, Showcasing activities, and Conference space.

The WorldSkills Competition is scalable in terms of size. There is a minimum requirement, but no maximum and we can transition from a large venue to a smaller venue relatively easily. The available space is allocated and proportioned to Official Skills, Presentation Skills, Exhibition Skills and showcasing, promotional activities, and conference.

The Secretariat can manage and guide this by considering many aspects such as:

- the Guiding Principles,
- supply and demand of bidding Members and proposed venues and associated space and facilities,
- prioritizing and implementing strategic aspects of Competition preparation and delivery, and
- applying rules or policies, guidelines and principles for many operational aspects of Competition preparation and delivery.

5 TASKS AFTER GA2018

As per section 2.1, it was agreed to:

1. Create a working group ("skills in skills out advisory group") to update the Guiding Principles (to be ready by WSC2019 i.e. ready for the WSC2021 competitions cycle).
2. Implement a standing working group ("skills in skills out advisory group") to
   - regularly review the Guiding Principles and
   - decide on skills in skills out for each WorldSkills Competition.

The working group should include external stakeholders (as participants or advisors), e.g. Labour market connection and research, international organizations, and industry and sector organizations.

Delegates who would like to be part of this working group or would like to propose or nominate a stakeholder to be part of this working group, please contact the CEO or Director of Skills Competitions.

附錄 3－愛爾蘭都柏林爭取 2020 全體理事會議資料

Welcome / Foreword

August 2020
Mr David Hoey CEO
WorldSkills International
Keizersgracht 241
1016 EA Amsterdam
Netherlands

Dear David, Dear Members

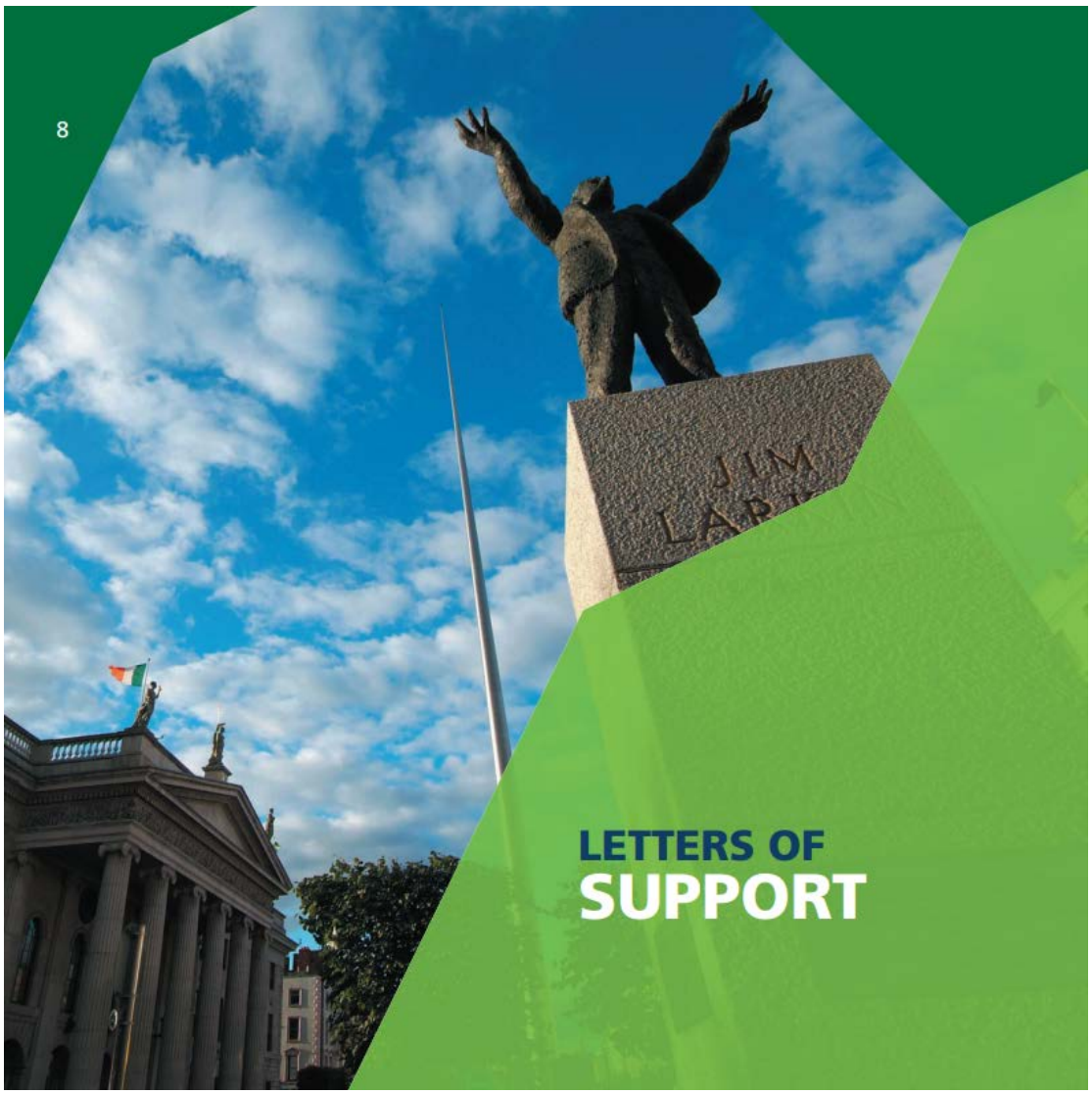
WorldSkills Ireland is privileged to present our bid document to host WorldSkills General Assembly 2020 in Dublin.

Dublin, the capital city of Ireland "an island off an island" on the western edge of Europe, home to a million people and European home to numerous top leading global companies. Companies whose future skills requirements should be reflected within the WorldSkills Vision 2025 and whose infrastructure, physical and technological is built by craft workers, apprentices, trainees and graduates whose skills are represented in our IrelandSkills Live national competition and the WorldSkills International competitions.

WorldSkills Ireland is proud to have held robust national skills competitions and contributed to the national and international educational debate every year since joining WorldSkills International in 1956. Dublin has the capacity and WorldSkills Ireland have the drive and ambition to ensure that the General Assembly 2020 will shape the education and training agenda in Ireland, Europe and the World. So come celebrate the #PowerOfSkills with us in Dublin, a city with a small centre but a large heart. Come and have the 'craic' and experience a vibrant culture and a unique city. It is an honour to be given this bid opportunity and we assure you that a "Cead Mile Failte" (A Hundred Thousand Welcomes) awaits you in Dublin in 2020.

Michael Hourihan
Official Delegate WorldSkills Ireland

Ray English,
Chair
Technical Delegate
WorldSkills Ireland



LETTERS OF SUPPORT

Oifig an Aire Oideachais agus Scileanna
Office of the Minister for Education and Skills

Mr Ray English
WorldSkills Ireland
Dublin Institute of Technology
Bolton Street
Dublin 1

31st August 2018

Dear Ray,

I am delighted to support the proposal to host the WorldSkills General Assembly in Dublin in 2020. It would be a fantastic opportunity to welcome delegates representing the biggest vocational education and skills excellence event in the world to Dublin.

Ireland recognises the importance of skills development in building a sustainable economy and meeting the needs of employers. Fulfilling the skill needs of our economy and ensuring that we are 'future proofed' to manage future skill needs is an important part in delivering on our ambition to make Ireland's education and training system the best in Europe within a decade.

If the bid is successful, I would be happy to offer the assistance of the Department of Education and Skills, and our state agencies, the Higher Education Authority and SOLAS in publicising the event and providing high profile speakers.

Yours sincerely,

Richard Bruton
Minister for Education and Skills

Sráid Maoilbhríde, Baile Átha Cliath 1, Éire
Marlborough Street, Dublin 1, Ireland
T: +353-1-889 2335
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minister@education.gov.ie
www.education.ie

Richard Bruton

Minister for
Education and SKills
Office of the Minister
for Education and
Skills

An Comhchoiste um Oideachas agus Scileanna
Teach Laighean
Baile Átha Cliath 2

Teil: (01) 618 3101
R-phost:
educationskills@oireachtas.ie

Joint Committee on Education and Skills
Leinster House
Dublin 2

Tel: (01) 618 3101
Email: educationskills@oireachtas.ie

Our Ref: JCES 5/A/C/B

29th August 2018

Mr. Ray English,
Chair/Technical Delegate,
WorldSkills Ireland.

E-mail: ray.english@dit.ie

Dear Mr. English,

The Joint Committee on Education and Skills discussed your correspondence regarding Ireland's bid to host the biennial WorldSkills General Assembly in Dublin in 2020 at its meeting today.

As you will recall, the Committee welcomed those who represented Ireland at the WorldSkills Competition in Abu Dhabi last November to congratulate them on having won an impressive seven Medallions for Excellence and a Best of Nation award.

I believe that it is essential for the Oireachtas to have acknowledged this achievement in order to encourage every young person to recognise the important contribution that they, through their skills, will make to the workforce.

It is also important that we, as policy makers, highlight such achievements and develop policies which ensure that apprenticeships and training receive the recognition they deserve as alternatives to University.

Therefore, on behalf of myself and all members of the Committee, I wish to fully support the bid to host the biennial WorldSkills General Assembly in Dublin in 2020.

Yours sincerely,

Fiona O'Loughlin T.D.,
Chairperson

Fiona O'Loughlin T.D.

Chairperson
Joint Committee on
Education & Skills

Ardmhéara Bhaile Átha Cliath
Lord Mayor of Dublin
Nial Ring

Mr. Ray English,
Worldskills Ireland,
Dublin Institute of Technology,
Bolton Street,
Dublin 1.

14th August 2018

Dear Mr. English,

We are delighted to support your bid to host the Worldskills General Assembly 2020 in Dublin. Dublin has played host to numerous prestigious conferences and events in the past and has a very successful track record in this area. Dublin would be an excellent choice for this conference.

Dublin is an accessible destination and our convivial capital offers a world-class selection of hotels, venues and service providers. An outstanding variety of restaurants, entertainment and activities will help ensure that your participants' expectations of Dublin as a fun and friendly destination are exceeded and attract high participant levels for your event. Dublin is a knowledge capital and a vibrant, cultural and dynamic city to visit. We have no doubt that Dublin is the ideal location for this conference in 2020.

We hope that Dublin will be a winning formula and we look forward to extending a sincere *Céad Míle Fáilte* to you and to all your international colleagues.

Yours sincerely,

Nial Ring
Lord Mayor of Dublin

Teach an Ardmhéara, Baile Átha Cliath 2, Éire. T. 222 6200 E-mail. lordmayor@dublincity.ie www.dublincity.ie
Mansion House, Dawson Street, Dublin 2, Ireland. T. 222 6200 E-mail. lordmayor@dublincity.ie www.dublincity.ie

Nial Ring

Ardmhéara Bhaile Átha Cliath
Lord Mayor of Dublin

16
SKILLS IN
IRELAND

Skills in Ireland

In January 2016 Ireland launched its National Skills Strategy 2025 – Ireland's Future. This new strategy is a key pillar in the Irish Government's plan to build sustainable economic growth. The Strategy identifies Ireland's current skills profile, provides a strategic vision and specific objectives for Ireland's future skills requirements, and sets out a road map for how the vision and objectives can be achieved. This National Skills Strategy aims to provide an education and training system that is flexible enough to respond to a rapidly changing environment and that can provide the mix of skills needed over the next ten years, and beyond. The planned commitments to providing 50,000 modern apprenticeship and traineeship places by 2020 and is an essential part of Ireland's long term economic plan to reach full employment. It outlines how we can develop a well-skilled, adaptable workforce that contributes to, shares in and benefits from opportunities of economic expansion. WorldSkills Ireland sees the WorldSkills Conference as an opportunity to further contribute to the debate on the value and recognition of skills in a modern economy.

Apprenticeship Development

In May 2013, the Minister for Education and Skills, announced a review of apprenticeship in Ireland to determine whether the model should be "retained, adapted or replaced by an alternative model of vocational education and training". The Review has been part of a wide ranging reform programme in the Further Education and Training sector, including major structural change and the development by SOLAS and approval by the Minister of the Further Education and Training Strategy 2014 – 2019.

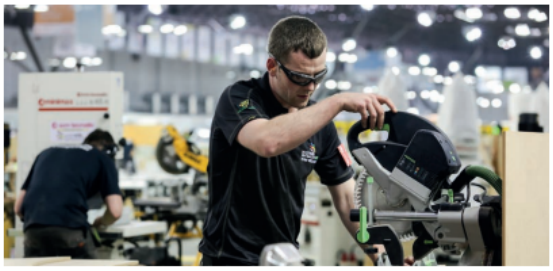
The review set a comprehensive set of recommendations across a range of areas underpinning the apprenticeship system. Key recommendations included:

- legislative change to enable a more flexible model of delivery while protecting apprentices and setting out employers' obligations.
- new governance arrangements including the appointment of an enterprise led Apprenticeship Council hosted by SOLAS with close cooperation from the Higher Education Authority.
- a review of existing apprenticeship curricula as a matter of urgency with a move away from a generic placement at level 6 and to programme durations based on the time needed to achieve the learning outcomes necessary for the occupation.
- the expansion of the apprenticeship model into a range of new enterprise sectors.
- a call by the Apprenticeship Council for proposals from consortia of employers and education and training providers to develop new apprenticeships, supported by a ring-fenced fund.

- the assessment of proposals against a sustainability test.
- a requirement that employers would continue to be approved for the purposes of engaging in apprenticeship training.
- that recruitment to apprenticeship would continue to be the responsibility of approved employers but with greater planning and control of numbers in apprenticeship.

- a requirement that apprentices should continue to be paid both on and off the job with no reduction in earnings during periods spent in education and training institutions.
- the development of clear occupational and academic progression routes.
- the development of pre-apprenticeship programmes.
- a branding and promotion initiative illustrating the benefits of apprenticeship as a way of learning and the career opportunities arising.

In July 2015 the Department of Education and Skills announced proposals that will see an expansion of the existing range of programmes offered under the Apprenticeship system, and are part of ongoing work to ensure that the system remains responsive



to economic and employment needs. The new proposals are the result of an evaluation process undertaken by the Apprenticeship Council. The number of apprenticeships now exceeds 40 and 26 more proposed apprenticeships are at an advanced stage of design/planning. These new apprenticeships are focussed on a wide range of skills and sectors, including Manufacturing and Engineering, Tourism and Sport, Financial Services, Information Technology, Transport Distribution and Logistics, and Business Administration and Management. The new types of apprenticeships being proposed today are very flexible, ranging in duration from two to four years, and will be offered at Levels 5 to 10 on the National Framework of Qualifications.

Further Education and Training in Ireland

There are many influences that shape the direction of Education and Skills Training across the globe and Ireland has set about ensuring we have a 21st century high-quality Further Education and Training (FET) system. The Further Education and Training Act 2013 was signed into law in July 2013 and is a major part of Ireland's National Skills Strategy 2025 which builds on the progress made under a previous strategy. Over the next ten years, it will advance towards the ambitious vision that:

Ireland will be renowned at home and abroad as a place where the talent of our people thrives through:

- The quality and relevance of our education and training base, which is responsive to the changing and diverse needs of our people, society and the economy.
- The strength of relationships and transfer of knowledge between employers, education and training providers, and all sections of society, and the resulting impact on how people are prepared for life and work.
- The quality of our workforce – a nation of people armed with relevant knowledge, entrepreneurial agility and analytical skills.
- The effective use of skills to support economic and social prosperity, and to enhance the well-being of our country.

- The effective use of technology to support talent and skills provision, to grow enterprise, and to enhance the lives of all within society.

WorldSkills is on a similar journey. Consider the WorldSkills Mission: To raise the profile and recognition of skilled people, and to show how important skills are in achieving economic growth and personal success.

Increasingly Ireland is competing globally on the basis of talent and on Ireland's growing reputation for innovation.
Attracting and retaining skilled talent can be achieved by ensuring that all of Ireland's citizens have access to the skills they need to succeed in life; and Irish business has the people with the skills they need to grow. This is also critical to securing our long-term economic stability and ensuring Ireland's people share in that stability. This Government has focused on economic recovery and job creation. Firstly by stabilising the public finances to create the conditions for economic stability and return to growth, and then by driving job creation. That strategy and the hard work and sacrifices of the Irish people have delivered an astonishing recovery.
FET provides education and training and related supports to assist individuals to gain a range of employment, career, personal and social skills and qualifications at Levels 1-6 on the National Framework of Qualifications (NFQ) or equivalent, and is aimed at jobseekers, school leavers, labour market returners, employees, those interested in new career direction, those wishing to access 'second chance' education, those wishing to re-engage in learning and to prepare school-leavers and others for higher education. FET also plays an important role in helping people to lead fulfilling lives, supporting some of the hard-to-reach individuals and groups to achieve their potential and reducing the costs to society of exclusion.

FET is accessible to all. It has been a first choice for many and another route to success, often providing an alternative pathway to the worlds of work and higher education. For example, adult and community education has meant added enrichment for many, and is a vital component in the delivery of life-long learning in Ireland.

Skills have become the global currency of the 21st century. Without proper investment in skills, people languish on the margins of society, technological progress does not translate into economic growth, and countries can no longer compete in an increasingly knowledge-based global society

OECD SECRETARY-GENERAL ANGEL GURRÍA

A key feature of FET is its approach to learning. It is both learner-centred and participative in its pedagogical approach. Studies of FET indicate that investment in further education and training can be one of the most cost-effective ways of tackling the cumulative effects of learning failure and one of the best ways to remedy past deficiencies, while at the same time delivering a range of economic and social benefits for many individuals, employers and the state.

FET and National Skills Strategy

In terms of participation rates, an additional 500,000 individuals within the workforce will by 2020 need to progress by at least one NFQ level. While Ireland continues to make progress towards achieving 'top line' targets in the National Skills Strategy (NSS), the Economic and Social Research Institute (ESRI) research

indicates that in terms of accreditation, a relatively low proportion of FET graduates/leavers in 2012 gained a major award (24%), with just over 2,000 (or 5% of total number of major award holders) gaining major awards at Levels 1-3 combined.

This brings into sharp focus the nature of the challenges for individuals and the FET sector to increase the number of individuals who achieve major awards, and particularly awards at the lower levels, during the lifetime of this Strategy.

The overall aim of the Strategy is to develop a worldclass integrated system of further education and training in Ireland, which will promote economic development and meet the needs of all citizens. Five high level strategic goals are set out below and reflect the findings of the research and the feedback from the consultation process.

The five Strategic Goals are as follows:

- Skills for the Economy. The aim of this goal is that FET will address the current and future needs of learners, jobseekers, employers and employees and will contribute to national economic development.
- Active Inclusion. The aim of this goal is that FET provision will support the active inclusion of people of all abilities in society with special reference to literacy and numeracy.
- Quality Provision. The aim of this goal is that FET will provide high quality education and training programmes and will meet the appropriate national and international quality standards.
- Integrated Planning and Funding. The aim of this goal is that FET provision will be planned and funded on the basis of objective analysis of needs and evidence of social and economic impact.
- Standing of FET. The aim of this goal is to ensure a valued learning path leading to agreed employment, career, developmental, personal and social options.

Some of the main challenges associated with implementing the Strategy are:

- Balancing necessary reform with business continuity and Government priorities with regard to education policy, 'Pathways to Work' and 'Action Plan for Jobs', and maintaining places for school leavers.

- Employers' capacity to provide sufficient and structured workplace learning opportunities in conjunction with 'off the job' formal learning provides by FET providers.
- Additional investment is required; for example with regard to installing a 'fit for purpose' data infrastructure and implementing the new apprenticeships.
- Current operational structures applying to certain elements of FET provision may not be able to meet learner expectations regarding engagement with the labour market or delivering required placements.
- Private/contracted-out provision in the FET sector may need to increase in the future.
- The pedagogy and technical skills for all teachers/trainers of adults will need to keep ahead of the curve.
- Capacity to embed literacy and numeracy in the relevant FET provision will need to be expanded.
- The management of the academic year to deliver the best results for the overall FET system in terms of flexibility vis-á-vis year-round continuity of provision for unemployed persons will be essential.

The FET Strategy aims to deliver a higher quality learning experience leading to better outcomes for all those who engage in FET. It presents a roadmap and implementation plan to realise the vision of a world-class integrated system of further education and training in Ireland which will: support economic development; increase social inclusion; and meet the needs of all learners, communities and employers who engage with FET. The FET Strategy is set within a context of Government reform of public services.

22
WHY
DUBLIN?

What Dublin has to offer

Captivating experience

Dublin is a breath of fresh air, a truly unique capital that's steeped in tradition yet young at heart. In the historic, compact city centre there is lots to do and see, and visitors will love the rich selection of galleries, museums, restaurants, pubs and shops, not to mention the traditionally warm welcome from Dubliners.

Traditionally High Visitor Turnout

World-renowned for our warm welcome and genuine sense of fun, the Irish people's enviable passion for life promises to entice colleagues and peers from around the globe, guaranteeing high attendance at any international event.

Easy Access

Ireland, ideally located on the edge of Europe, is less than an hour from London, less than two hours from Paris or Brussels and just six hours from the east coast of the US by air. Dublin Airport is Ireland's busiest airport, with over 57 airlines flying to over 175 destinations, including direct scheduled daily flights from North America, mainland Europe, Britain and regular flights from the Middle East. Dublin International Airport is only 12km from the city centre and the city itself is small and compact, and is tailormade for carefree exploring by foot. It also has an excellent transport system, which includes an urban rail system (DART), A stylish new tram network (LUAS) and an extensive citywide and national bus service. Taxis are plentiful and reasonably priced by international standards.

A proven track record of handling Major International Conferences.

Dublin has successfully hosted numerous international conferences including the 24th European Association for International Education, Euroscience Open Forum and World Statistics Conference. The World Congress on Education was held in Dublin in October 2016.

VAT

VAT registered organisations can also reclaim VAT on accommodation costs for their participants.

Tax Benefits

Non-EU residents are entitled to reclaim the VAT paid on items purchased and taken home with them.

FACTOID
Trinity College is built on reclaimed land from the estuary of the River Liffey.

KNOWLEDGE CAPITAL

1,150 overseas companies have chosen Ireland as their European base.
Ireland is home to:

9/10	15/20	50%	10/10
top global software companies	top medical tech companies	of the top financial services companies	top internet companies

Dublin as a Venue

Conference Venue: Dublin offers a multitude of outstanding conference venues. In this document we propose the Clayton Hotel Burlington Road as the venue for the WorldSkills General Assembly in 2020. The venue facilities the needs and necessary requirements to host the event.

Accommodation: Dublin holds over 20,000 bedrooms around the city thus facilitating a broad range of accommodation needs, ranging from 5,4, & 3 Star Hotels, Guesthouses, B&B and a selection of great value hostels in the city. Within this document you shall see an overview of a suggested outline of accommodation. This also provides information regarding the distance from your accommodation to the conference venue & the Airport.

Access: More than 57 airlines flying to 175 destinations.

Destination appeal: Ireland is renowned for its "Céad Míle Fáilte" (one hundred thousand welcomes). Delegates shall experience a wonderfully warm welcome - many take the opportunity to enjoy pre and post conference tours.

Value: Dublin Hotels and restaurants offer excellent value for money - in recent years our hotels have been regularly voted 'best value' in Europe.

FACTOID
The lion who roars at the start of every MGM movie was born in Dublin Zoo in 1927. Although MGM called him 'Leo' his actual name was Cairbre.

Import/Export Restrictions: Detailed information regarding Import/Export restrictions is listed on the Department of Enterprise website www.revenue.ie/ en/ customs/businesses/importing/index.html

Dublin Tourism Board: The local Dublin Tourism Board: www.visitdublin.com and the Dublin Convention Bureau (DCB) will fully host your site inspection while in Dublin including accommodation, ground transportation and meals. DCB will arrange your itinerary and accompany you during your visit to ensure a streamlined experience for your visiting committee.

National Tourist Board: Fáilte Ireland provides financial support to assist bids and to maximize delegate attendance. The conference ambassador scheme assists every step of the way from conference bids – right through to marketing of the conference to ensure your event is a great success and a memorable experience is had by all. www. meetinireland.ie

National Airline: Aer Lingus, our national airline, is proud to offer its support to win bids to bring more Conferences, Events, Incentives and Meetings to Ireland. The airline has a portal facility on its website which is used to partner with conferences to simplify the booking process for delegates travelling to Ireland.

Embassies & Consulates: A full listing of embassies and consulates is available at www.dfa.ie

CULTURE

Dublin, a UNESCO City of Literature, is steeped in history and proud of its long tradition in music, theatre and literature.

Unique Meeting Destination

A Unique Meeting & Conference Destination

Dublin is a rising star in the worldwide stage of meeting and conference destinations and it's easy to see why! Effortlessly combining traditional and modern, historic and contemporary, dynamism and that famous Irish laid back quality, Dublin is an exciting, safe and inspirational city eager to extend a warm welcome to business tourists from across the globe.

Scoring high on essential criteria such as accessibility, destination appeal, high quality facilities and excellent service delivered in a uniquely charming and effortless fashion, the Irish capital is intent on further developing the meetings sector and its tourism suppliers are demonstrating their commitment through an almost continuous programme of refurbishment and expansion.

> Although a relatively small and compact city with many of the main sights and attractions within walking distance, Dublin can comfortably cater for meetings of up to 8000 delegates and has approximately 20,000 hotel rooms.

Many international conferences have been hosted in Dublin down through the decades.

Support from Dublin

The city offers financial support to assist with marketing collateral and promoting the event. The City of Dublin has an integrated transport ticket in the city and this will be offered to delegates at a discounted rate. Entrance to all national museums in Dublin is free.

FINANCIAL SUPPORT

City of Dublin

The city of Dublin will offer the following practical and financial support to the General Assembly 2020 (GA2020); The city will pay venue hire on certain venues offered; Logo; customised banners on flagpoles with conference name; welcome reception; Dublin Street Ambassador presence at the first day of the conference and will provide city information.

Fáilte Ireland

Fáilte Ireland is the National Tourism Development Authority and is responsible for the promotion of Ireland as a quality destination for International Conferences. Fáilte Ireland works with the relevant organising committees to ensure that all conferences held in Ireland are supported practically, in an advisory capacity and also financially through the Conference Alliance programme. This programme will also provide financial support for the marketing of the conference offering.

Financial Support Scheme

The Association Conference Financial Support Scheme is available to anyone considering hosting an international conference in Ireland, from the initial invitation or bid, right up to the conference itself.

The two main areas supported are:

Marketing Fund

In order to increase delegate attendance and ensure the success of your conference, we support activities that promote your conference internationally. One of the main features of this is support with print and website design. Also, some assistance is available towards travel in the intervening years to promote the Republic of Ireland to delegates by attending previous conferences.

Site Inspections

A site inspection can be a key element of the decision making process and conference ambassadors can avail of financial aid towards the travel and accommodation costs of inviting up to three of the decision makers to come to the Republic of Ireland to visit potential venues and accommodation properties.

Fáilte Ireland
National Tourism Development Authority

附錄 4－全體理事會議期間照片

照一 全體理事會議(前排為 WSI 常務理事成員，前排右一為副會長兼我國勞動部林常務次長三貴)

照二 我國正代表黃署長出席策略委員會聽取相關報告

照三 WSI 特別事務副會長(我國勞動部林常務次長三貴)作會議報告

照四　策略委員會議之各國正代表合影(前排左四為我國正代表黃署長)

照五 我國林次長與黃署長接見日本厚生勞動省政務次長 Mr. Hiroshi UENO(中)

照六 我國林次長及黃署長與國際技能組織亞洲分會會長 Mr. Muburak(右二)和執行長 Mr. Fahar(右一)合影

照七 全體理事會期間與 WSI 秘書處 Cara(左一)討論明年 3 月常務理事成員來台事宜

照八 我國代表團合影(右二為林次長、左二為黃署長、左一為技檢中心陳簡任技正明山、右一為勞動力發展署林視察岳志)