

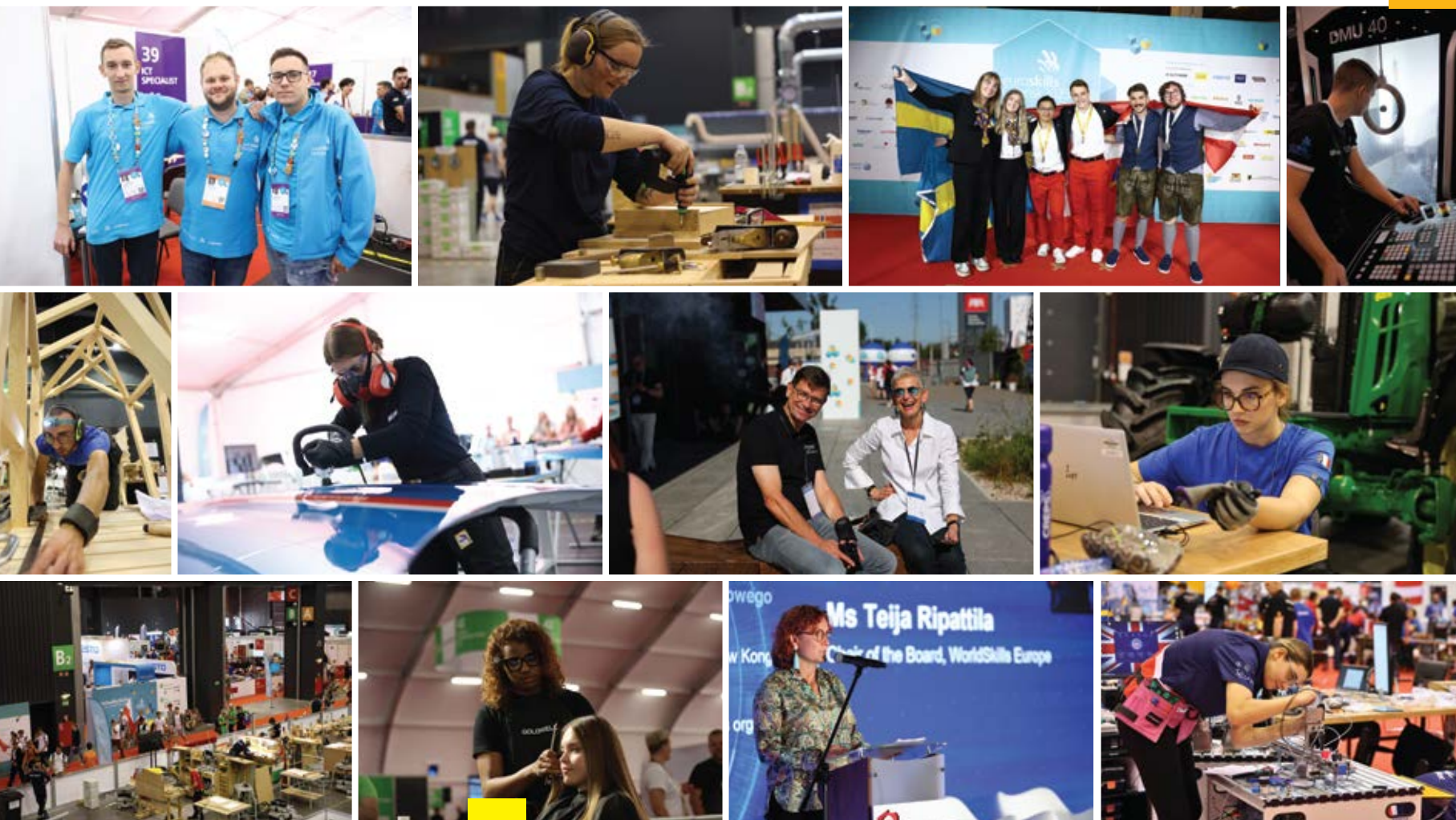


WORLDSKILLS EUROPE
**ANNUAL
REPORT**

2023



CONTENTS



Board Foreword	4-5
EuroSkills Gdańsk 2023	6-9
WorldSkills Europe General Assembly 2023	10-11
EuroSkills Herning 2025	12-13
EuroSkills Düsseldorf 2027	14-15
Member Countries	16
Sponsors and Partners	17
Financial Report	18
Board of Directors	19
In memoriam – Terry Cooke	20-21



BOARD FOREWORD

The eighth edition of EuroSkills, hosted by Poland for the first time in 2023, saw **576 talented young professionals from 32 countries** gather in the city of Gdańsk to compete for the chance to become Best in Europe in 42 different skills.

With the theme **#UnitedBySkills**, EuroSkills Gdańsk 2023 was an unprecedented event for Poland, bringing together the industrial, social, and education sectors for three days of action-packed competitions and accompanying activities.

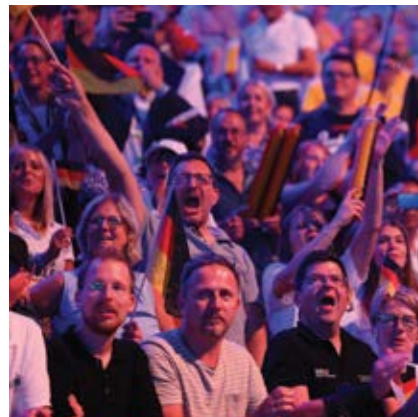
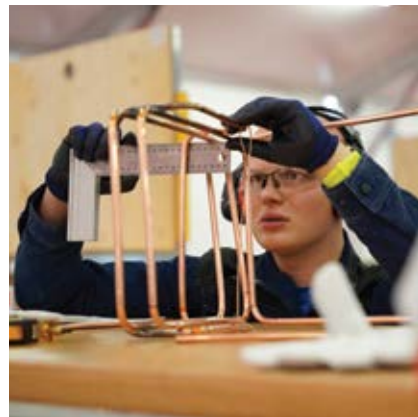
The Competition was also unprecedented in the history of WorldSkills Europe since Poland took on the challenge of becoming replacement host for the event in March 2022, with only 15 months' preparation time (following WorldSkills Europe's decision to relocate the event away from the Russian Federation in February 2022). When we remember that a host nation normally has four years to prepare to host a Competition, the successful staging of EuroSkills Gdańsk 2023 is an extraordinary achievement and really is testament to the incredible effort, commitment, and determination of WorldSkills Poland and the Foundation For The Development Of The Education System in Poland (FRSE).

EuroSkills Gdańsk 2023 was even more significant as it took place during the European Year of Skills 2023, the European Commission initiative which put skills centre-stage by bringing organisations and people together to share insights and to showcase skills development activities and opportunities across Europe. As such, we were delighted to welcome European Commissioner for Jobs and Social Rights, Nicolas Schmit, to the Competition to witness the excitement of the event, and to participate in Poland's 6th International Congress on Education and Training.

Staging EuroSkills Gdańsk 2023 would have been impossible, of course, without the collective strength demonstrated by all WorldSkills Europe Member Countries, Sponsors, Partners, and Experts, who rallied together with our Polish hosts to help find solutions to the many complex challenges faced due to such tight preparation schedules. We are therefore extremely thankful to everyone who played a part in making the Competition a reality.

Of course, EuroSkills Gdańsk 2023 was not the only project that kept WorldSkills Europe busy in 2023, and in the subsequent pages you can read about the progress of preparations for the next scheduled EuroSkills Competitions, EuroSkills Herning 2025, and EuroSkills Düsseldorf 2027, plus a rundown of the key decisions and outcomes from our 2023 General Assembly, and information about our two newest Sponsors, GROHE, and DMG MORI.

As we look towards 2024 and continue planning for the EuroSkills Competitions 2025 and 2027, we would like to thank all our Members, Competitors, Experts, volunteers and Secretariat for their hard work, support, and adaptability, which ensures that the WorldSkills movement in Europe continues to inspire young people and help prepare the workforce and talent of today for the jobs of the future.



EuroSkills Gdańsk 2023

The eighth edition of EuroSkills saw 576 talented young professionals from 32 countries gather in Gdańsk, Poland in September 2023 to compete for the chance to become Best in Europe in 42 different skills.

EuroSkills Gdansk 2023 was the first EuroSkills competition staged by Poland. Hosting the event is not only proof of Poland's sustained commitment to keeping technical and vocational education and training (TVET) and skills at the top of national and European agendas, but also a way to shine a spotlight on the outstanding achievements of the most talented young professionals, education institutions and employers in Europe.

This year's edition of EuroSkills was even more significant as it took place during the **European Year of Skills 2023**, the European Commission initiative which put skills centre-stage by bringing organisations and people together to share insights and to showcase skills development activities and opportunities across Europe.

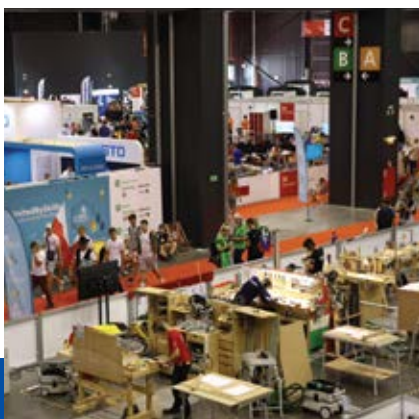
European Commissioner for Jobs and Social Rights, Nicolas Schmit, visited the Competition and also participated in the 6th International Congress on Education and Training. The Commissioner also visited the EuroSkills Düsseldorf 2027 booth where he was greeted by representatives from WorldSkills Germany, WorldSkills Luxembourg and WorldSkills Europe.

Hosting an international event of the scale of EuroSkills is, of course, only possible thanks to commitment, determination and support from many organisations and individuals. So for EuroSkills Gdańsk 2023, WorldSkills Europe is extremely grateful not only to **Poland's Foundation For The Development Of The Education System (FRSE) and WorldSkills Poland**, but also to the **European Commission, the City of Gdańsk**, all WorldSkills Europe Member Country Organisations, Sponsors, Partners, employers, training institutions, schools, governments, Experts, and the 1000+ young volunteers who contributed to the success of EuroSkills Gdańsk 2023.

Finally, WorldSkills Europe congratulates all 576 Competitors. Each and every one of them can now call themselves a EuroSkills Champion. They have shown the whole of Europe that they are the best of the best young professionals in their skills, and they can now use their Competition experience as a springboard to even greater professional success in the future. **We encourage all Competitors to be proud and know that, united by skills, they are changing the world for the better.**

EuroSkills Gdańsk 2023 welcomed more than 28,400 visitors over five days, including students from 285 schools, who relished the opportunity to witness the action and experience the 30+ Try-a-Skill activities on offer.

The Jos de Goey Best in Europe Award 2023 was awarded to Tamas Bandur and Zsolt Koncsik of Hungary, who won Gold medals in the ICT Specialists (team skill) competition. An amber-adorned trophy was presented to the duo by Jos de Goey's wife, Anouschka de Goey.



32 COUNTRIES



102,530



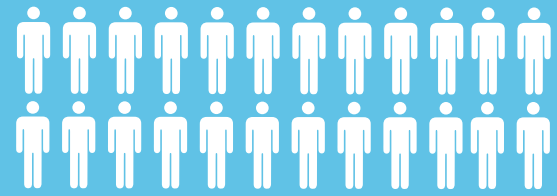
CEREMONIES
LIVESTREAM
VIEWS



300+
MEDIA
REPRESENTATIVES



28,400+
VISITORS
+ GUESTS



572
EXPERTS



42 OFFICIAL
SKILL COMPETITIONS

30+ TRY-A-SKILL
ACTIVITIES

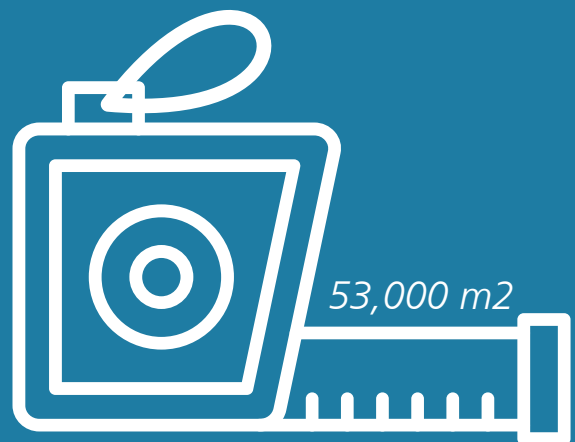


1000
VOLUNTEERS



285

VISITING
SCHOOLS



53,000 m²

COMPETITION AREA

576 COMPETITORS

WORLDSKILLS EUROPE GENERAL ASSEMBLY 2023



It was fantastic to meet with all our Members, Sponsors and Partners at the WorldSkills Europe General Assembly 2023 which took place on 6 September during the EuroSkills Gdańsk 2023 Competition.

KEY DECISIONS AND OUTCOMES:



LUXEMBOURG CONFIRMED AS HOST OF THE WORLDSKILLS EUROPE GENERAL ASSEMBLY 2024

WorldSkills Europe Members voted unanimously in favour of Luxembourg's bid to host the WSE General Assembly 2024. The event is scheduled for 4 to 7 June 2024 at the Novotel Luxembourg in the Kirchberg area of Luxembourg City.

WorldSkills Luxembourg's hosting of the WSE General Assembly 2024 highlights its ongoing commitment to promoting closer cross-border exchanges between European nations with the goal of increasing the attractiveness, growth and development of technical and vocational education and training for young people.

GREECE OFFICIALLY WELCOMED AS A NEW MEMBER

The WorldSkills Europe Board approved Greece's application to become a Member country in September 2022, which paved the way for Greece to participate in EuroSkills Gdańsk 2023. The 2023 General Assembly unanimously approved the membership and warmly welcomed Greece as a new Member country.

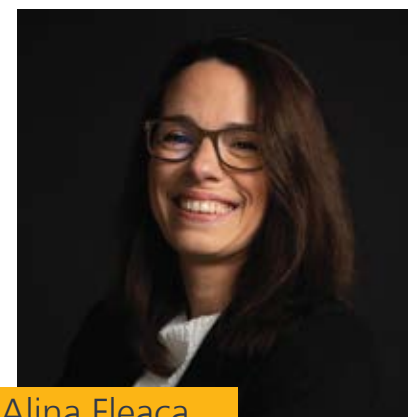


WORLDSKILLS EUROPE BOARD MEMBER ELECTIONS

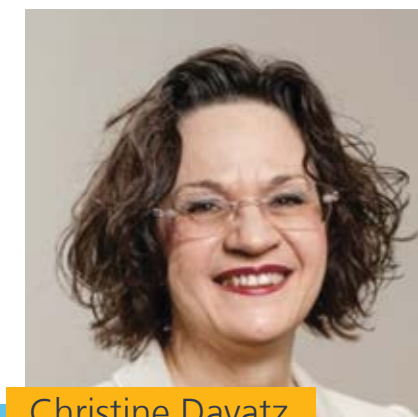
Alina Fleaca, Technical Delegate for WorldSkills Belgium, and Christine Davatz, former Official Delegate for Switzerland, were appointed as Members of the WorldSkills Europe Board following a vote by Members. Teija Ripattila (Finland), Chair of the Board, and Terry Cooke (UK), Treasurer and Board Secretary, both completed their terms as Board Members on 9 September 2023.

Alina Fleaca joined as Vice Chair of the Competition Committee, and Christine Davatz joined as Treasurer. Guillaume Suteau (France), formerly Chair of the Competition Committee, was confirmed as Chair of the Board, with Patrik Svensson (Sweden), becoming Chair of the Competition Committee (formerly Vice Chair).

In 2024, there will be an opening for one position on the Board since Guillaume Suteau is now entering the final year in his term as a Board Member.



Alina Fleaca



Christine Davatz

WORLDSKILLS RUSSIA

Following the suspension of WorldSkills Russia's membership in 2022, the WorldSkills Europe Board proposed in 2023 to terminate WorldSkills Russia's membership since the Russian Federation was no longer in a position to fulfil the Membership criteria of WSE. The General Assembly 2023 ratified the decision to formally terminate WorldSkills Russia's membership.

**THANK YOU
TO OUR GENERAL
ASSEMBLY 2023 HOSTS
WORLDSKILLS
POLAND AND FRSE
FOR THEIR EXCELLENT
ORGANISATION AND
HOSPITALITY.**

EUROSKILLS HERNING 2025

In a symbolic moment at the EuroSkills Gdańsk 2023 Closing Ceremony, the WorldSkills Europe flag was passed from Team Poland's Dawid Miotk, Hotel Reception silver medallist, to Team Denmark's Amalie Druekær Rasmussen, Restaurant Service silver medallist, starting the official countdown to EuroSkills Herning 2025.

Denmark is preparing to welcome up to 700 Competitors from 32 countries to participate in 38 skill competitions in Herning, Denmark from 9 to 13 September 2025. Up to 100,000 visitors from across Denmark and abroad are expected to attend.

The country secured the bid to host the ninth edition of EuroSkills at the WorldSkills Europe General Assembly in 2020. The Danish government worked closely with the Trade Union Movement's Main Organisation, the Danish Employers' Association, Herning Municipality, the Central Jutland Region and Skills Denmark on the bid to bring EuroSkills to Denmark for the first time as part of an ambitious overall strategy to get more young people to choose vocational education.

In addition to celebrating Europe's most talented young professionals, Denmark will use the opportunity of hosting EuroSkills to increase the focus on vocational training in Denmark, and also to emphasise how skills can help us rise to the global challenge of creating a sustainable future for our planet.

The EuroSkills Herning 2025 campaign was launched at the EuroSkills Gdańsk 2023 Closing Ceremony with a promotional film, which was shown after the WorldSkills Europe Flag Handover from Poland to Denmark.

In an impassioned speech at the Ceremony, former Prime Minister of Denmark and Chairman of EuroSkills Herning 2025, Poul Nyrup Rasmussen, said: “EuroSkills Herning 2025 has enormous potential to put vocational training at the top of the agenda and push for all the development and change we want to see in the Danish education system,”

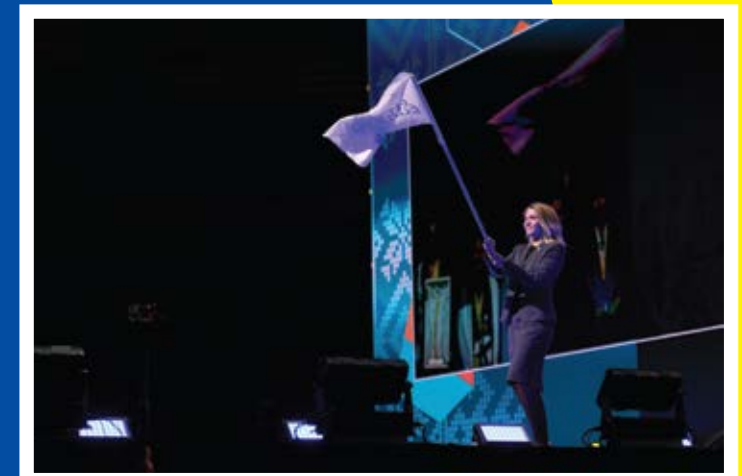


“Skills are absolutely essential for the green transition. Therefore, we will do everything to ensure that EuroSkills Herning 2025 equips the young skilled workers of the future with the skills necessary to carry out the green transition. It is crucial if we are to ensure that we achieve everything we are talking about when it comes to creating a sustainable future,” added Rasmussen.

Preparations for the Competition continued to gather pace throughout 2023. At the WorldSkills Europe General Assembly in Gdańsk, EuroSkills Herning 2025 CEO Henrik Kjeldsen presented a status report, which included updates on the progress of all technical, operational, partnership and marketing and communications aspects of the project.

The Organising Committee was expanded with the appointment of seven new key team members in 2023: Kasper Bøgelund (Head of Competitions), Lene Dahl (Chief Commercial Officer), Helle Mølgaard Nielsen and Ole Egemose (Sector Managers), Rikke Hvid (Sustainability & Sector Manager), Caroline Pihl (Secretary), and Signe Christiani (Brand Manager).

The next Progress Meeting between WorldSkills Europe and EuroSkills Herning 2025 is scheduled for 5–7 March 2024.



EUROSKILLS DÜSSELDORF 2027

Representatives from WorldSkills Europe, WorldSkills Germany and WorldSkills Luxembourg met in Gdańsk, Poland on Friday 8 September to sign the official Organisational Agreement for the hosting of the tenth edition of EuroSkills, which will be staged in Düsseldorf in September 2027.

Düsseldorf was confirmed as host city of EuroSkills 2027 at the WSE General Assembly 2022 following a unanimous vote in favour of the first ever joint bid by two countries – Germany and Luxembourg – to co-host a EuroSkills Competition.

For Gil Belling, President of WorldSkills Luxembourg, and Michael Hafner, President of WorldSkills Germany, the signing of the official Organisational Agreement represented a major milestone, and both organisations are now beginning work on the preparation phase for EuroSkills 2027. In the same week that the signing ceremony took place, Luxembourg was also chosen as host of the WorldSkills Europe General Assembly 2024.

Key partners of EuroSkills Düsseldorf 2027 include the German Federal Ministry of Education and Research, the State of North Rhine-Westphalia's Ministry of Labour, Health and Social Affairs and the State's Ministry of Economic Affairs, Industry, Climate Action and Energy, the State capital of Düsseldorf, and the innovation and research department at the Ministry of Education, Children and Youth in Luxembourg.

Peter Thiele, Head of Division Continuing Vocational Training, European Vocational Education and Training Area, German Federal Ministry of Education and Research, said "I am very pleased that Germany will host the EuroSkills Competition in 2027. The decision reflects the high reputation of the German vocational education and training system and the organisational strength of our stakeholders,"

"The joint implementation with Luxembourg underscores the European vision and the aspiration for a unified European education area. EuroSkills 2027 in Düsseldorf will serve as a prominent showcase of vocational education and training across Europe, while also providing an exciting international youth event," added Minister Thiele.



Dr. Jens Stuhldreier, Head of Division in the Ministry of Labour, Health and Social Affairs of North Rhine-Westphalia, said: "In view of the major societal challenges posed by demographic change - combined with the green and digital transformation - the North Rhine-Westphalian state government has developed a joint action plan with the NRW Skilled Workers Offensive in order to more strongly bundle and effectively interlink activities and measures to sustainably secure skilled workers. In this context, we expect EuroSkills 2027 to boost the attractiveness of vocational education and training and especially of the dual training system."

Luc Weis, head of the innovation and research department at the Ministry of Education, Children and Youth, of Luxembourg emphasised that it is a unique opportunity for his country to organise sustainable EuroSkills together with partners from Germany, "It is important to us to bring nations together so that we can learn from each other; this will contribute to the continuous development of our educational and VET systems,"

"As part of the supporting program of the Competitions in 2027, an international youth camp will take place in Luxembourg, which will also strengthen friendship and exchange among European youth. Finally, we are confident that our contribution will continue to have a lasting impact beyond 2027, both on our educational and VET systems as well as on the WorldSkills movement," added Weis.

EuroSkills Düsseldorf 2027, which is proposed for September 2027, will be held at the Messe Düsseldorf.





WORLD SKILLS EUROPE

MEMBER COUNTRIES

Our 32 Member Countries cover more than half of the European population

- | | | |
|------------------|-------------------|---------------|
| • Austria | • Hungary | • Norway |
| • Belgium | • Iceland | • Poland |
| • Croatia | • Italy | • Portugal |
| • Cyprus | • Ireland | • Romania |
| • Czech Republic | • Kazakhstan | • Slovakia |
| • Denmark | • Latvia | • Slovenia |
| • Estonia | • Liechtenstein | • Spain |
| • Finland | • Lithuania | • Sweden |
| • France | • Luxembourg | • Switzerland |
| • Germany | • Montenegro | • UK |
| • Greece | • The Netherlands | |

WorldSkills Europe Sponsors and Partners see a role for industry, education, government, and policy makers to work together to raise the profile and recognition of skilled professionals across Europe. Through EuroSkills Competitions, together we are increasing the abilities, status, and economic prospects of young people.

In 2023, WorldSkills Europe was proud to welcome GROHE as the newest Premium Sponsor, and DMG MORI as the newest Skill Sponsor.

GROHE is a leading global brand for complete bathroom solutions and kitchen fittings and has a total of over 7,000 employees in 150 countries – 2,600 of them are based in Germany.

GROHE first became a supporter of the WorldSkills movement in the lead up to WorldSkills Kazan 2019, which saw the company organise the Plumbing and Heating competition. They became a Global Industry Partner of WorldSkills International in April 2022, and for the WorldSkills Competition 2022 Special Edition, GROHE opened its production site and training centre in Lahr, Germany to host the Plumbing and Heating competition.

Since 2014 GROHE has been part of the brand portfolio of LIXIL, a manufacturer of pioneering water and housing products. Through GROHE's GIVE Program (GROHE Installer Vocational Training and Education), the company supports plumbing schools in creating a uniform approach, with modern equipment, training material, and a written and practical examination that sets new industry standards for installers.

GROHE's collaboration with WorldSkills Europe sprang into action in 2023 with the company supporting the Plumbing and Heating competition at EuroSkills Gdańsk 2023.

DMG MORI is a leading global manufacturer of machine tools and is driving holistic Machining Transformation based on Process Integration, Automation, Digital Transformation and Green Transformation. In the "Global One Company", more than 12,000 employees work together to be a total solution provider for their customers. DMG MORI is represented in 43 countries worldwide – with 16 production sites and 113 sales and service locations.

The DMG MORI Academy, as a member of the DMG MORI group, is responsible for the technical training of customer and affiliates' employees. Furthermore, the DMG MORI Academy acts as project partner in the equipping of training centers and educational facilities.

DMG MORI has been supporting EuroSkills Competitions since 2010. The company's new role as a Skill Sponsor of WorldSkills Europe, and the sponsorship of EuroSkills Gdańsk 2023 with eight DMG MORI machines, underlines their continuing long-term support.

SPONSORS AND PARTNERS

PREMIUM SPONSORS OF WORLD SKILLS EUROPE



SKILL SPONSORS OF WORLD SKILLS EUROPE

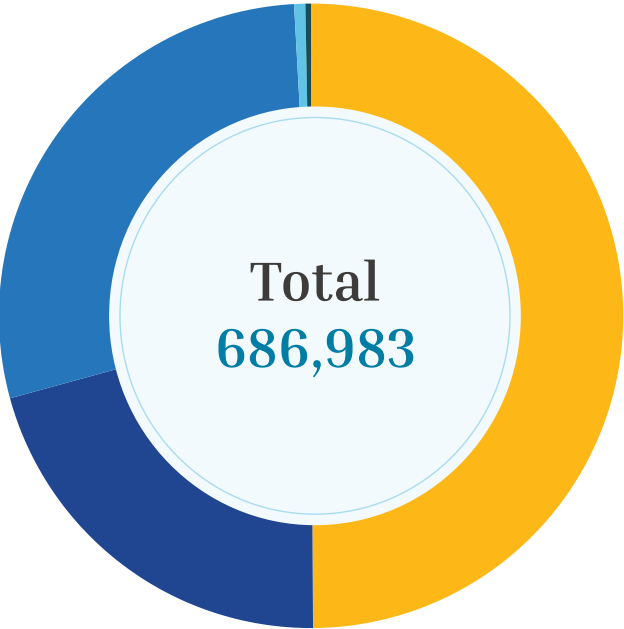


OFFICIAL LOGISTICS PARTNER OF WORLD SKILLS EUROPE



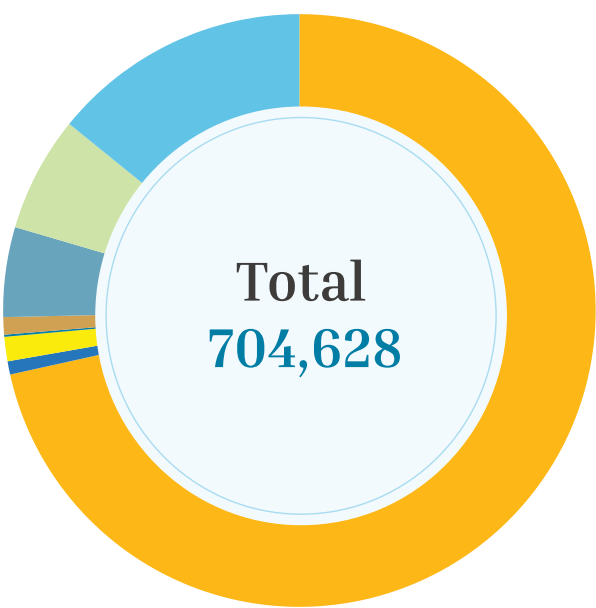
FINANCIAL REPORT

INCOME (in euro)



■ Admission Fees	-
■ Membership Fees	342,803
■ Sponsorship Fees	143,203
■ EuroSkills Hosting Fees	195,000
■ Interest	3,977
■ Other income	2,000

EXPENDITURE (in euro)



■ Depreciation tangible fixed assets	12
■ Support services	504,028
■ Marketing & Communication	5,087
■ Office costs & external services	9,354
■ Professional/Consultancy	816
■ ICT	6,659
■ Travel/Subsistence	34,505
■ Competitions/Events	44,408
■ Other costs	99,759

BOARD



Mr. Guillaume Suteau
Chair of the Board



France



Ms. Christine Davatz
Treasurer



Switzerland



Mr. Patrik Svensson
Chair
- Competition Committee



Sweden



Ms. Alina Fleaca
Vice Chair
- Competition Committee



Belgium



Mr. Ben Blackledge
Board Member
- Equity, Diversity and Inclusion



United Kingdom

A portrait of Terry Cooke, a man with grey hair and glasses, wearing a grey suit, white shirt, and a red tie with a small pattern. He is smiling and standing in front of a light-colored wall with a vertical seam.

IN MEMORIAM TERRY COOKE

WorldSkills Europe was deeply saddened by the passing of WorldSkills and WorldSkills Europe Board member Terry Cooke on 4 October 2023.

Terry was a generous, hard-working, and humble person with an unwavering passion for skills. Much of his life was spent mobilising young people to get involved in education, training, and competitions.

Terry served on the WorldSkills Board, first in 2005-2007 as a founding member of WorldSkills Calgary 2009 and their ex officio representative. Terry was elected to the WorldSkills Board in 2011 and served until his passing in 2023. In 2018, Terry also joined the WorldSkills Europe Board.

Prior to his WorldSkills Board positions, Terry played a number of significant roles within Skills/Compétences Canada, including Official Delegate and President, and founding member of Skills Canada Alberta.

Terry's broader professional achievements are just as impressive. He began his career as a teacher in the United Kingdom and then in Canada. His love of education drew him to the Northern Alberta Institute of Technology (NAIT) in 1981, where he eventually became Dean of the School of Business. His dedication to skills led to numerous accolades, including, in 2005, the NAIT Ernest Manning Leadership Medallion and the Alberta Centennial Medal for services to the province.

Those who ever met Terry or heard him speak will know he was resolute in his belief that skilled young people are the future and "the foundation on which every community and career is built." He spent more than 40 years turning that belief into action.

At WorldSkills General Assembly 2023, Terry was recognised with the WorldSkills Fellowship for his immeasurable efforts in support of young people pursuing skills excellence.



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