



Showcasing WorldSkills Europe Member Organisations

Report on the WorldSkills Europe
Member Survey 2025



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Overview

WorldSkills Europe is committed to promoting excellence in technical and vocational education and training (TVET), developing world-class skills, and facilitating Member collaboration. By aligning training with changing real-world needs, WorldSkills Europe and its Members empower young people to thrive in both work and life and strengthen Europe’s competitiveness.

WorldSkills Europe’s Strategy 2030 sets out three strategic objectives:

-  **TO PROMOTE EXCELLENCE IN SKILLS**
-  **TO CREATE OPPORTUNITIES FOR MEMBER COLLABORATION AND MEASURABLE IMPACT**
-  **TO PRIORITISE QUALITY, INNOVATION AND CONTINUOUS PRODUCT DEVELOPMENT**

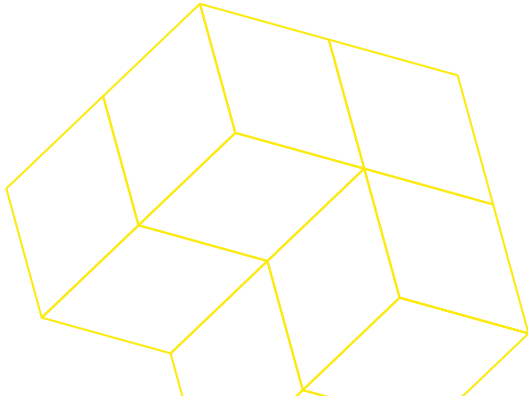
As part of the WorldSkills community, our strategy is complementary to the broader WorldSkills movement, while at the same time reflecting the unique needs and aims of WorldSkills Europe and its Members, Sponsors, and Partners.

WorldSkills Europe invited Members to participate in the Member Survey 2024/5, with the aim of providing WSE and its Members, Sponsors, and Partners with baseline information about the WorldSkills movement across Europe.

This report presents findings from the survey responses, including how WorldSkills Europe Members are driving skills excellence, with organisational perspectives, challenges, and funding structures presented in a digestible format.

The report is divided into three sections:

- The first sets out the background, method and survey presentation.
- The second section showcases the findings of the survey with two-page presentations on each of the 33 Member Countries who participated in the survey, ordered alphabetically.
- The third and final section presents insights on the data, highlights common challenges, opportunities, and goals, and proposes future opportunities for WorldSkills Europe and its Members, Sponsors, and Partners to collaborate in measuring the impact and ongoing growth of the WorldSkills movement across Europe.



Background, method and survey presentation

Between October 2024 and February 2025, WorldSkills Europe (WSE) conducted a survey among its 33 Member Countries asking respondents the same 34 questions. The data were collected either in written form, or during a video conference call with Members of the WSE Secretariat. After completion, the respondents sent the survey results for final approval within each Member Country.

The questions in the survey covered the following topics:

- Country and number of students (questions 1-2) and total country population
- Organisation characteristics (questions 3, 5-6, 14, 22)
- Competitions: National (questions 7-13, 15-18, 23-28) and international (questions 19-21), % female participation at WorldSkills in 2024 (alternatively EuroSkills in 2023) as reported by the national teams in a separate data collection
- Impact (questions 28-31) – note that question 31 is a rating of influence from 1 to 5. Ratings are seen in the table on page 8, and accompanying text is inserted at each country page.
- Perspectives (questions 33-34) and challenges (question 32).

See appendix for the full list of questions.

In this report, the results of the survey are presented in four categories:

- ORGANISATION
- COMPETITIONS – NATIONAL AND INTERNATIONAL
- IMPACT
- PERSPECTIVES

Each Member Country’s data are presented in the same format, illustrating an overview of the four categories, which allows for easy comparison between countries of interest.

A summary is provided at the end of the report, in which both commonalities and variation between the 33 countries are identified. The end of the report also includes methodological considerations and perspectives on future data collection work – though the latter are best agreed upon in collaboration with Member Countries.

MEMBER COUNTRIES AND RESPONDENTS

Member Country	Joined WSE (year)
Austria	2007
Belgium	2007
Croatia	2011
Cyprus	2008
Czech Republic	2007 <i>2007-2010, returned 2020</i>
Denmark	2007 <i>2007-2009, returned 2014</i>
Estonia	2007
Finland	2007
France	2008
Germany	2007
Greece	2008 <i>2008-2009, returned 2023</i>
Hungary	2007
Iceland	2007
Ireland	2007 <i>2007-2013, returned 2023</i>
Italy	2007
Kazakhstan	2016
Latvia	2007
Liechtenstein	2018
Lithuania	2007
Luxembourg	2007
Montenegro	2013
The Netherlands	2007
Norway	2007
Poland	2007 <i>2007-2011, returned 2017</i>
Portugal	2007
Romania	2019
Serbia	2024
Slovakia	2007
Slovenia	2008
Spain	2007
Sweden	2007
Switzerland	2008
United Kingdom	2007

RATINGS OF IMPACT ON CURRICULUM, COLLEGE OR APPRENTICE TRAINING AND LOCAL OR FEDERAL GOVERNMENT

Rating of 1 = 'Extremely influential' and rating of 5 = 'Not influential at all'

Member Country	The curriculum being taught in schools	College or apprentice training in a skill	Effect on local or federal government educational or labour policies sector or chambers trade or skills policies
 Austria	5	5	3
 Belgium	5	1-2	2
 Croatia	1	2	1
 Cyprus	NA	NA	NA
 Czech Republic	2	1	3
 Denmark	5	3	3
 Estonia	3	1	4
 Finland	3	4	1
 France	5	4	4
 Germany	1	3	1
 Greece	1	1	1
 Hungary	4/5	4/5	4/5
 Iceland	3	3	2
 Ireland	5	4	5
 Italy	5	2	5
 Kazakhstan	5	1	4
 Latvia	3	NA	4
 Liechtenstein	5	3	5
 Lithuania	NA	NA	NA
 Luxembourg	4	2	3
 Montenegro	5	3	5
 The Netherlands	2	2	2/3
 Norway	3	3	3
 Poland	5	4	4
 Portugal	1	1	3
 Romania	1	3	5
 Serbia	1	3	1
 Slovakia	3	3	3
 Slovenia	3	4	1
 Spain	2	3	3
 Sweden	5	4	5
 Switzerland	3	2 (apprentice) / 5	4
 United Kingdom	5	3	3
Country Average	3.2	2.6	3.0



COMPETITIONS

NATIONAL

Number of skills

55 skills

Frequency

Every two years
(same year as EuroSkills).

Guest Competitors

Open to guest Competitors from
other countries by invitation.

Age of Competitors

18-24



Number of Competitors

600-650

Funding

Sponsorship, chamber of
commerce, government funding.

Selection process

Regional competitions, sometimes
followed by transregional
competitions, which lead to
qualification for AustrianSkills.

MarCom approach

Visiting schools with Skills Heroes, writing to stakeholders, collaboration
with government ministry, fairs, website, social media.

% female participation

25% 
female participation
in 2023

Number of visitors

15,000-30,000
The national competition is integrated into a
careers orientation fair or vocational fair.

COMPETITIONS

INTERNATIONAL

Selection process

Nomination and
selection by the
Experts based on
performance and
personal work traits -
chamber, business and
government confirm
final selection.

Number of Competitors

One Competitor per skill
goes to EuroSkills and
another to WorldSkills.

% female participation

28%
female participation
in 2024

PERSPECTIVES

Opportunities

Though a longstanding Member with significant experience, Austria remains keen to learn best practice from other countries within and outside Europe, and has training cooperation with many WorldSkills International Members, alongside existing collaboration with German-speaking countries. Skills Heroes programme is working well - 100 former Competitors who advocate for the competitions visit schools and teach about job motivation and to promote and motivate students. Austria aims to increase the number of skills offered at each national competition.

ORGANISATION

Number of staff (FTE)

6
full-time, 2 part-time,
4 freelancers. Roles include
CEO, OD, TD, 2x TDA,
MarCom and secretary.

Staffing around Competitions

During the competition,
300-350 volunteers and students
also work at SkillsAustria.

Funding

Chamber of commerce,
government and sponsorship.

IMPACT OF
EACH NATIONAL
COMPETITION CYCLE

Number of young people engaged

Direct engagement of
3,000 young people.

Engagement of
25,000 young people
through visiting and early
participation.

Number of organisations engaged

500-550

Number of applicants

5,000

BELGIUM

Population *VET students*
11.82 million → 415,000

COMPETITIONS NATIONAL

Number of skills

31 skills **in 2025** aiming for **32** in 2026

All hosted at a single venue.

Frequency

Every year in November.

Guest Competitors

Open for guest Competitors from other countries by invitation for 8-10 skills (not all).

Age of Competitors

16-24



Number of Competitors

229 in 2025

Funding

Government funding, European funding, private funding (sector-specific businesses, foundations etc).

Selection process

Register from October, pre-selections in March at training centres, 8-10 Competitors per skill, selected to take part in training programme running from March to October. Top 6 Competitors are selected for the final in November.

MarCom approach

Two staff members dedicated to visiting schools and presenting to students and teachers, social media, website, direct involvement of partners and campaigns (TV/radio).

% female participation

16% 
female participation in 2025

Number of visitors

11,000 visitors
during competitions in 2024.

COMPETITIONS INTERNATIONAL

Selection process

The composition of the international team is approved by the board of directors on the recommendation of the Technical Competition Committee. Selection is made from among the medallists of the national competition,

based on results achieved, candidates' motivation and potential for improvement, and available budget.

Number of Competitors

One Competitor per skill.

% female participation

17%
female participation in 2025
16% in 2023
24% in 2021

PERSPECTIVES

Opportunities

WorldSkills Belgium plans to develop a more structured process for including new skills into national competitions, and expand international training and competition exchanges. They are taking a broad approach to diversity, equity and inclusion to ensure that young people from all backgrounds have equal opportunities to participate in skills competitions.

ORGANISATION

Number of staff (FTE)

12
full-time employees (director, competition staff, communication staff, administration, budget, HR partnerships, promotion, logistics), 2 additional Team Leaders.

Staffing around Competitions
WorldSkills Belgium team plus network of Experts and technical support from the venue.

Funding

Government funding: 67%
European funding (Erasmus or EU social funds): 17%
Sponsorship and private funding: 16%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
Direct engagement of **800 young people**.

Engagement of **17,000 young people** through visiting or early participation.

Number of organisations engaged
Active engagement of **200 Sponsors and partners**, additional engagement from schools and training centres. orientation and work motivation.

Number of Applicants
800-900



Population **3.83 million** → **130,000** VET students

COMPETITIONS NATIONAL

Number of skills
40+ skills

Frequency
Every year.

Guest Competitors
Open for guest Competitors from other countries by invitation.

Age of Competitors

17-18



Number of Competitors

350

Funding

Government funding, sponsorship, EU funds.

Selection process

Competition structure includes school level, semi-finals and finals.

MarCom approach

Promote competition through media campaigns (digital and print), social media, direct invitations to schools.

% female participation

17%
female participation in 2023

Number of visitors

10,000-15,000 visitors

COMPETITIONS INTERNATIONAL

Selection process

WorldSkills Croatia selects Competitors for international competitions through a public call.

Number of Competitors

One Competitor per skill. Aim to have at least two candidates for international competitions.

% female participation

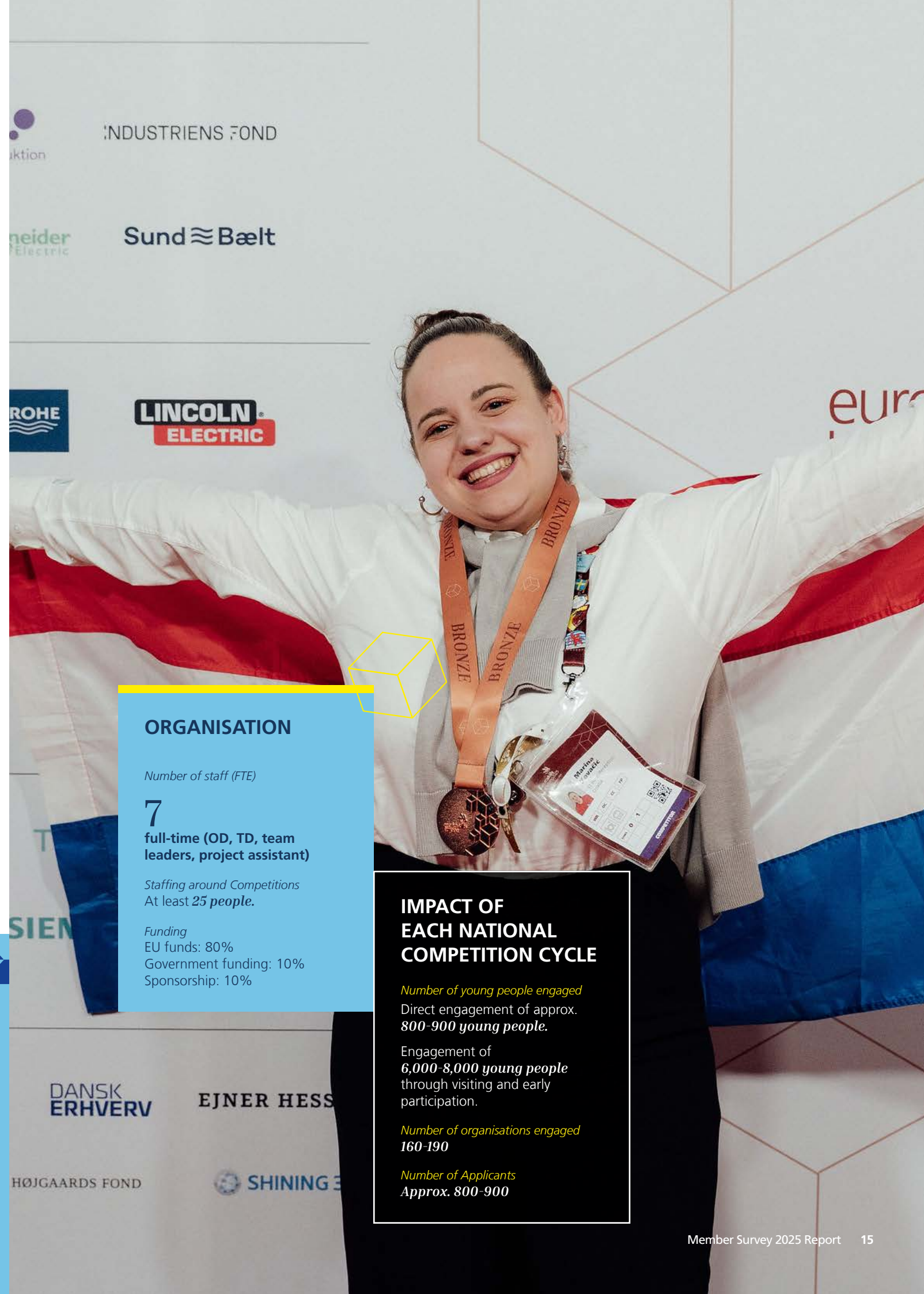
38%
female participation in 2024

PERSPECTIVES

Long-term strategy focuses on sustainability of events after EU funding ends.

Opportunities

Would like to learn from other Members about finding dedicated mentor Experts and Competitors, motivating participation in international competitions, improving effectiveness in preparation and achieving better results in international competitions. In future, would also like to participate in joint preparation initiatives, strengthen Expert capacity, improve quality of assessment documentation for national skills competitions.



ORGANISATION

Number of staff (FTE)

7
full-time (OD, TD, team leaders, project assistant)

Staffing around Competitions
At least **25 people**.

Funding

EU funds: 80%
Government funding: 10%
Sponsorship: 10%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
Direct engagement of approx. **800-900 young people**.

Engagement of **6,000-8,000 young people** through visiting and early participation.

Number of organisations engaged
160-190

Number of Applicants
Approx. **800-900**



CYPRUS

Population
983,000 → 1,800

VET students

COMPETITIONS NATIONAL

Number of skills

17-22

skills within the national framework, with approx. 17 represented in national finals.

Frequency

Every two years.

Guest Competitors

Invites guest Competitors from Croatia, Czech Republic, and Slovenia in the framework of an Erasmus+ project.

Age of Competitors

17-24



Number of Competitors

90-100

Funding

Government funding.

Selection process

Potential Competitors apply for the national finals individually, rather than a nomination from their school. For oversubscribed skills, there is a pre-selection phase ahead of the finals, which includes both practical and theoretical evaluations.

MarCom approach

Promote competition via radio, social media, direct emails.

% female participation

38%
female participation
in 2024

Number of visitors

3,000 visitors

COMPETITIONS INTERNATIONAL

Selection process

The national competition winner will join the national team at EuroSkills.

Number of Competitors

Top two-three candidates selected. One Competitor selected following a final evaluation.

% female participation

33%
female participation
in 2025

ORGANISATION

Number of staff (FTE)
OD, TD (both government employees)

Staffing around Competitions
Approx. 15

Funding
Government funding: 95%
Sponsorship: 5%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
Direct engagement of approx.
100 young people.

Engagement of
1,000-2,000 through visiting
and early participation.

Number of organisations engaged
50-100

Number of Applicants
200



CZECH REPUBLIC

Population **10.55 million** → **80,000** VET students

COMPETITIONS NATIONAL

Number of skills
14 skills in 2024 **20** expected in 2026
National framework of 20 skills in 2024 (up to 40 in 2026).

Frequency
Every two years.

Guest Competitors
Open for guest Competitors from other countries by invitation (funding permitting).

Age of Competitors
16-22

Number of Competitors
 **140**

Funding
Funding from Chamber of Commerce, with approx. 5% co-funding from skill partners. All local, regional or sectoral competitions must be funded by Sponsors/partners.

Selection process
National Czech Chamber of Commerce is responsible for national competitions, cooperating with regional and sectoral competitions.

MarCom approach
Direct communication with member companies, associations, VET schools. Local and regional events, fairs and competitions. Social media and website.

% female participation
No national data available.

Number of visitors
Approx. 5,000 visitors

COMPETITIONS INTERNATIONAL

Selection process
Selection is based on the national competition results.

Number of Competitors
Two candidates per skill are selected for preparation and assessment. Successful Competitor is chosen based on their results and interviews.

% female participation
13%
female participation in 2023

PERSPECTIVES

Opportunities
Would like to learn more from WSE Members around EU funding, labour market and VET laws and policies, marketing approach to recruit Competitors. Sees potential in working with Experts and Competitors to learn entrepreneurship and business development skills. Would like to expand ambassadors programme (already working successfully with CNC Milling student ambassadors).

ORGANISATION

Number of staff (FTE)
1.5
full-time equivalent (TD, TDA)

Staffing around Competitions
Three additional staff at **CzechSkills 2024**.

Funding
Sponsorship: 80%
Own funds: 15%
EU funds: 5%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
Direct engagement of approx. **400 young people**.

Engagement of around **5,000 young people** through visiting and early participation.

Number of organisations engaged
Approx. 150

Number of Applicants
No data available

COMPETITIONS NATIONAL

Number of skills

48 competition
skills

30 demonstration
skills

Frequency

Every year.

Guest Competitors

Open for guest Competitors from other countries by invitation.

Age of Competitors

Under 25s



Number of Competitors

250-300

Funding

Funding from WorldSkills Denmark with support from sector organisations and local municipality (the Host City).

Selection process

Each skill has its own education committee which decides on the competition structure. Workplace support is very important.

MarCom approach

Send information to VET schools, promote on social media, TV and via press releases. Work closely with the National Confederation of Technical Schools in Denmark.

% female participation

34% 
female participation
in 2024

Number of visitors

50,000 visitors

Selection process

The Education Committee of each participating Skill selects Competitors for EuroSkills and WorldSkills, with advice from WorldSkills Denmark. Some Competitors come via the national competition route and some from industry. All vocational students work part-time in Denmark, so workplace/employer support is vital.

Number of Competitors

One Competitor per skill. Sometimes, more than one Competitor is selected for training, before a final decision is made on the successful candidate.

% female participation

35%
female participation
in 2024

COMPETITIONS INTERNATIONAL

PERSPECTIVES

Opportunities

WorldSkills Denmark would like to attract more young people to vocational schools and identify top talent, improve selection and training, and learn from other Members how they increase the involvement of companies supporting Competitors.

ORGANISATION

Number of staff (FTE)

10
full-time employees (CEO, head of communications, head of organisation, head of competition, manager of Skills Team Denmark, administrative co-workers).

Staffing around Competitions
WorldSkills Denmark team, people from the host city and local VET college, totalling around **20 people**.

Funding

Government funding: 50%
Sponsorship, membership fees, grants: 50%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of
11,000 young people.

Engagement of around
75% of people in the region through visiting and early participation (no specific data on young people).

Number of organisations engaged

200

Number of Applicants

Approx. 1,000-2,000



ESTONIA

Population
1.34 million → **25,149** VET students

COMPETITIONS NATIONAL

Number of skills

Approx. 40

different skills within the national framework, with competitions in around 20 skills each year.

Frequency

Every year (different skills each year).

Guest Competitors

Open for guest Competitors from other countries by invitation.

Age of Competitors

16-26



Number of Competitors

Approx. 250

Funding

Funding from EU Social Fund project, government, and sponsorship, in collaboration with partner VET schools, which organise the competitions.

Selection process

National competitions only. Some schools make their own pre-selection before registering Competitors in national finals.

MarCom approach

Send information to the Ministry and schools, promote through social media, website, and advertising.

% female participation

41% 
female participation in 2025

Number of visitors

Approx 1000 visitors at the skills festival (10 skill competitions and other VET promotion activities.).

297 000 viewers of the 8 televised skill competitions.

Selection process

Selection is based on different pathways: direct offers to Competitors/Experts who have recently participated in EuroSkills or WorldSkills; open application round where performance at nationals is considered; third party selection and funding of Competitors.

Number of Competitors

One Competitor per skill. For EuroSkills, approximately 15 Competitors in total.

% female participation

36%
female participation in 2024

COMPETITIONS INTERNATIONAL

PERSPECTIVES

WorldSkills Estonia has a skills development plan 2035.

Opportunities

Considering possibility of WorldSkills Estonia becoming a separate national skills organisation. Would like to learn from other Members best practices around funding, Expert and Competitor selection, training and motivation strategies.

ORGANISATION

Number of staff (FTE)

4-5
people within the Education and Youth Board - development manager for skills competitions (TD), project managers (TDA, TL), marketing and communications project manager (MCO).

Staffing around Competitions
Team of 8 people, plus team of Experts (around 20)

Funding
Government funding for EuroSkills and WorldSkills, EU funding for national competitions.

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of around 250 Competitors.

Engagement of 1,000-1,500 young people through visiting Skills Festival, and up to 297,000 through the TV broadcasts.

Number of organisations engaged

Approx. 25 vocational schools
100 sponsors, 20 trade unions, Education and Youth Board, Ministry of Education and Research (main organisers).

Number of Applicants

No data available



Population *VET students*
5.62 million → 341,600

COMPETITIONS NATIONAL

Number of skills

Approx. 50 skills including
AbiSkills

Frequency
Every year.

Guest Competitors

Open for guest Competitors in skills in which Finland will compete at EuroSkills or WorldSkills. Aim to offer each country applying at least one place.

Age of Competitors

17-22



Number of Competitors

2,000
semifinals, 400 finals

Funding

Funding from Ministry of Education (via VET institutions) and sponsorship.

Selection process

Inter-school competitions, followed by semi-finals, from which top 8 Competitors progress to national finals.

MarCom approach

Taitaja organiser changes each year. The organiser advertises the competition locally, and together with SkillsFinland also engage national media and social media. VET institutes have a high awareness of Taitaja and look forward to sending participants each year.

% female participation

13%
female participation
in 2024

Number of visitors

50,000-100,000 visitors

Selection process

Separate semi-finals held for those wishing to compete at EuroSkills, WorldSkills or Abilympics. VET institutions decide which skill they would like to send an Expert or Competitor to. Final selections are based on interview (Experts) and semi-finals (Competitors).

Number of Competitors

One Competitor per skill, though more students participate in the training.

% female participation

35%
female participation
in 2024

COMPETITIONS INTERNATIONAL

PERSPECTIVES

Opportunities

SkillsFinland aims to inspire other countries to participate in Abilympics 2027, and give all young people the chance to reach their full potential. SkillsFinland would also like to learn more about business partnership models from other Members, and how they share best practice with VET network and industry.

ORGANISATION

Number of staff (FTE)

8
full-time (CEO, office manager, management assistant, communications manager, communications assistant, graphic designer, competition manager, chief training manager) plus 2 part-time (special needs advisor, technical manager).

Staffing around Competitions

SkillsFinland staff plus 4-8 people from the VET school organising the competition.

Funding

Government funding: 44%
Sponsorship: 4%
Membership fees, funds: 14%
Education providers fees for participating national and international competitions: 38%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of
3,500 young people.

Engagement of
50,000-100,000 through
visiting and early participation.

Number of organisations engaged

Approx. 500 companies,
institutions and organisations.

Number of Applicants

Up to 341,600

FRANCE

Population

66.65 million → 1.7m

VET students

COMPETITIONS NATIONAL

Number of skills

80 official skills
(60 at national and regional level, 20 at regional level only)

Frequency

Every two years
(same year as EuroSkills).

Guest Competitors

Open for guest Competitors in some skills,
by invitation and depending on the venue
location and budget.

Age of Competitors

17-24



Number of Competitors

800

Funding

In future, skills must have a sponsor.

Selection process

Regional competition, national
qualifiers (with all regional
champions in each skill),
and national finals (with 6
Competitors or teams per skill).

MarCom approach

Promote WorldSkills France through social media, local advertising, national
radio and TV, cooperation with sector press. Each region has its own dedicated
promotional campaign.

% female participation

22% 
female participation
in 2024

Number of visitors

25,000-100,000 visitors

COMPETITIONS INTERNATIONAL

Selection process

Top three Competitors
in the national finals
are invited to continue
to next stage of
training. WorldSkills
France decides
which Competitor
will represent France
at WorldSkills and
which at EuroSkills.

Number of Competitors

65 Competitors for
WorldSkills Lyon 2024
39 Competitors for
EuroSkills Herning 2025.

% female participation

16%
female participation
in 2024

PERSPECTIVES

Opportunities

WorldSkills France's strategy focuses on promoting vocational education
and sustainable development, emphasising the inclusion of people
with disabilities in professional competitions. The organisation aims
to showcase the prestige and value of trades, inspiring young people
to develop their skills and build pride in their chosen career paths.
WorldSkills France would like to work with other WorldSkills Europe
Members to learn more about inclusion, diversity, attractiveness of skills
competitions, and impact on the school curriculum.



ORGANISATION

Number of staff (FTE)

50
staff - administration with
finance and public affairs,
performance, communications,
operations, ambassadors
(alumni), education, and
partnership and sponsorship.

Staffing around Competitions
240 total (including all Experts
and volunteer staff at National,
WorldSkills, and EuroSkills
Competitions).

Funding
Government funding: 55%
Partnership: 35%
Sponsorship: 10%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of
7,000 young people.

Engagement of around
100,000 young people
through visiting and early
participation.

Number of organisations engaged
1,300 organisations (including
VET colleges and training centres)
and businesses engaged.

Number of Applicants
9,000

GERMANY

Population *VET students*
84.08 million → 1,207,900

COMPETITIONS NATIONAL

Number of skills

Approx. 130

**craft sector professions and approx.
70 industrial and commercial sector
professions.**

Frequency

Every year (with a few skills
competing biannually).

Guest Competitors

Open for guest Competitors in some skills,
by invitation.

Age of Competitors

Up to 28



Number of Competitors

**3,000 in craft sector, 22,000 in health
sector, 1,600 in industrial sector.**

Funding

Sponsorship, funding and VIK.

Selection process

Four levels of competition - guild level,
chamber level, state level and national level.

MarCom approach

Send information to schools, Government Ministries, advertising, WorldSkills
Germany website, social media, national trainers. Invitation and recruitment by
the Chambers of Crafts.

% female participation

38% 
(crafts sector)
7% (industrial sector)

Number of visitors

Approx. 10,000 visitors

COMPETITIONS INTERNATIONAL

Selection process

Top three national
Competitors join
the national skill
team where they are
trained and required
to pass assessments.
The nominated
Competitor must
fulfil the WorldSkills
Germany 'Olympic
qualification norm'.

Number of Competitors

One Competitor
per skill.

% female participation

11%
**female participation
in 2024**

PERSPECTIVES

Opportunities

WorldSkills Germany would like to establish a better funding structure,
learn from other Members how to organise centralised national
competitions and how to bring skills competitions into national
frameworks. Currently working on a long term strategy/mission paper.

ORGANISATION

Number of staff (FTE)

14

**staff - Board, steering
committee, HQ/office, working
groups, tech-comm, members**

Staffing around Competitions

Core staff of **12**, supported by
1,400 staff from skill partners.

Funding

Government funding,
sponsorship, membership fees,
income from services (educational
programmes), partnerships
(ZDH et al), VIK of members
(associations; companies etc.).

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of
25,000 young people.

Would like to reach all 1.2m
apprentices.

Number of organisations engaged

Engagement of between **5,000
and 20,000 institutions,
organisations and businesses.**

Number of Applicants

**3,000 in craft sector, 22,000
in health sector, 1,600 in
industrial sector.**



GREECE

Population

9.94 million → 300,000

VET students

COMPETITIONS NATIONAL

Number of skills

3-5 skills

Frequency

Every two years
(same year as EuroSkills).

Guest Competitors

Not currently open to guest Competitors.

Age of Competitors

18-25



Number of Competitors

Approx. 80

Funding

Aim to have at least one
partner for each skill.

Selection process

National finals only.

MarCom approach

Information is sent to schools, VET Institutes (SAEK), teachers and
trainers, and is promoted through the official website, webinars and
information events, including apprenticeship-related events.

% female participation

No female participation
in 2023

6%  in 2025

Number of visitors

Not open to the public

COMPETITIONS INTERNATIONAL

Selection process

Top two national
Competitors are
selected and trained
for EuroSkills. Ministry
of Education makes
final decision. No
participation in
WorldSkills.

Number of Competitors

One Competitor
per skill.

% female participation

No female participation
in 2023.

PERSPECTIVES

Opportunities

WorldSkills Greece would like to participate in other Members' national
finals and Experts training, increase VET attractiveness and learn from
other Members about organising national skills competitions and
Competitor training.



HUNGARY

Population

9.62 million → **380,000-475,000**

VET students

students participating in some form of vocational education or apprenticeship.

COMPETITIONS NATIONAL

Number of skills

26 skills

Frequency

Every year.

Guest Competitors

Open for guest Competitors in some skills, by invitation and depending on the venue location and budget.

Age of Competitors

18-25



Number of Competitors

800-1,000

in semi-finals, with top 3-5 Competitors in each skill progressing to the national finals.

Funding

The skill Sponsor collaborates with the Expert to provide the venue, equipment, and professional support.

MarCom approach

Promote WorldSkills Hungary through Facebook and Instagram posts and ads, via website, sending information to schools and partners.

Selection process

Semi-finals followed by finals in which only the top 3-5 Competitors participate. Each skill's Sponsor collaborates with Experts to organise its own finals. However, for many skills, the final competition is held at Hungary's largest vocational skills event, the Szakma Sztár Fesztivál.

% female participation

No data available.

Number of visitors

20,000 visitors

COMPETITIONS INTERNATIONAL

Selection process

Experts and Sponsors, in collaboration with Team Leaders, select the Competitors from the skill's national finals. Often select two Competitors, allowing the second student to have an additional year of preparation for the following Competition.

Number of Competitors

One or two Competitors per skill.

% female participation

29%
female participation
in 2024

PERSPECTIVES

Opportunities

WorldSkills Hungary would like to achieve better results year on year in both the EuroSkills and WorldSkills Competitions, through continuously improving best practices. Their goal is to involve as many schools as possible in the programme to gain more support for the initiative and for the Competitors who are part of the education system, and to strengthen cooperation and raise the quality of vocational training to meet international standards. In the future, offer even more opportunities for international preparation competitions for Competitors and Experts.

ORGANISATION

Number of staff (FTE)

The Hungarian Chamber of Commerce and Industry has the following staff responsible for WorldSkills Hungary - head of department, competition organiser coordinator (also TD for both EuroSkills and WorldSkills), competition organiser referent (also TDA for ES and WS), competition organiser assistant. Plus an Official Delegate and three Team Leaders (who are not full time employees of the chamber).

Staffing around Competitions

Five people - the competition organiser coordinator (TD), the competition organiser referent (TDA), the Official Delegate, the competition organiser assistant, and the head of the department.

Funding

Funding from the Ministry of Culture and Innovation.

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of **20-25 Competitors** each year at EuroSkills or WorldSkills.

Participation rate at national level varies from 15 Competitors in some skills, to 150-200 in others.

Engagement of **548.6k via social media, 96k via website, and tens of thousands of visitors.**

Number of organisations engaged

24 Sponsors plus all schools across the country.

Number of Applicants

800-1,000



Population 390,000 → VET students **Approx. 6,000**

COMPETITIONS NATIONAL

Number of skills **40** skills with **33** represented at national finals in 2023 **37** represented in 2025.

Frequency
Every two years.

Guest Competitors
Not currently inviting guest Competitors but plans to consider possibility in the future.

Age of Competitors

17-25

Number of Competitors



120-160

(max. 8 Competitors per skill)

Funding

Skills Iceland plus sponsorship.

Selection process

National competitions only (no regional competitions).

MarCom approach

Work with an advertising agency, study advisors in schools, trade unions, employers' organisations and trade education centres. Attract Competitors through social media and a website about choice of studies and careers (namogstorf.is).

% female participation

9% 
female participation in 2023

Number of visitors

16,500 (8,500 students, 8,000 visitors)

COMPETITIONS INTERNATIONAL

Selection process

Competitors are selected by the relevant sector (lead person representing employees and trade unions, with support of the skill Expert). The chosen Competitor is usually, but not always, the national competition winner.

Number of Competitors

One Competitor per skill.

% female participation

No data available.

PERSPECTIVES

Skills Iceland enjoys close cooperation with the Nordic countries.

Opportunities

A key challenge is getting the right materials and tools to Iceland with sufficient time to prepare for competitions. Support from fellow WSE Members with more experience has been invaluable.

Skills Iceland would like to develop school competitions and focused training. Long term, secure funding and predictability in planning the national competition are the main goals.

ORGANISATION

Number of staff (FTE)

Volunteers (OD, TD, TDA, TL, MarCom)

Staffing around Competitions

One project manager plus volunteers.

Funding

Government funding: 33-50%

Sponsorship: 25%

Social partners: 25-33%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of **120-200 young people.**

Engagement of around **11,000 young people** through visiting and early participation.

Number of organisations engaged

Approx. 80 companies, institutions and organisations.

Number of Applicants

120-200

IRELAND

Population

5.31 million → Approx. 28,400

VET students

COMPETITIONS
NATIONAL

Number of skills

Approx. 36 skills, with 33 skills represented at national finals

Frequency

Every year in September.

Guest Competitors

Open for guest Competitors from other countries by invitation.

Age of Competitors

Under 25s

Number of Competitors

Approx. 160

Funding

Along with government funding, national finals have five main Sponsors, six category Sponsors and 20 plus competition (materials) Sponsors.

Selection process

Top 6 Competitors in preliminary competitions are selected for the national finals. Selection for preliminary competitions is based on performance and course results in apprenticeship training.

MarCom approach

Attract Competitors through network of contacts in Technological Universities, training centres and industry, and through local media. WorldSkills Ireland website and social media has limited impact in attracting Competitors.

% female participation

17% female participation in 2024

Number of visitors

30,000 visitors

COMPETITIONS
INTERNATIONAL

Selection process

Competitors must compete in the national final to be considered for an international skills competition. If the winner of the national final is not available, 2nd and 3rd places are assessed for their ability to compete at international level.

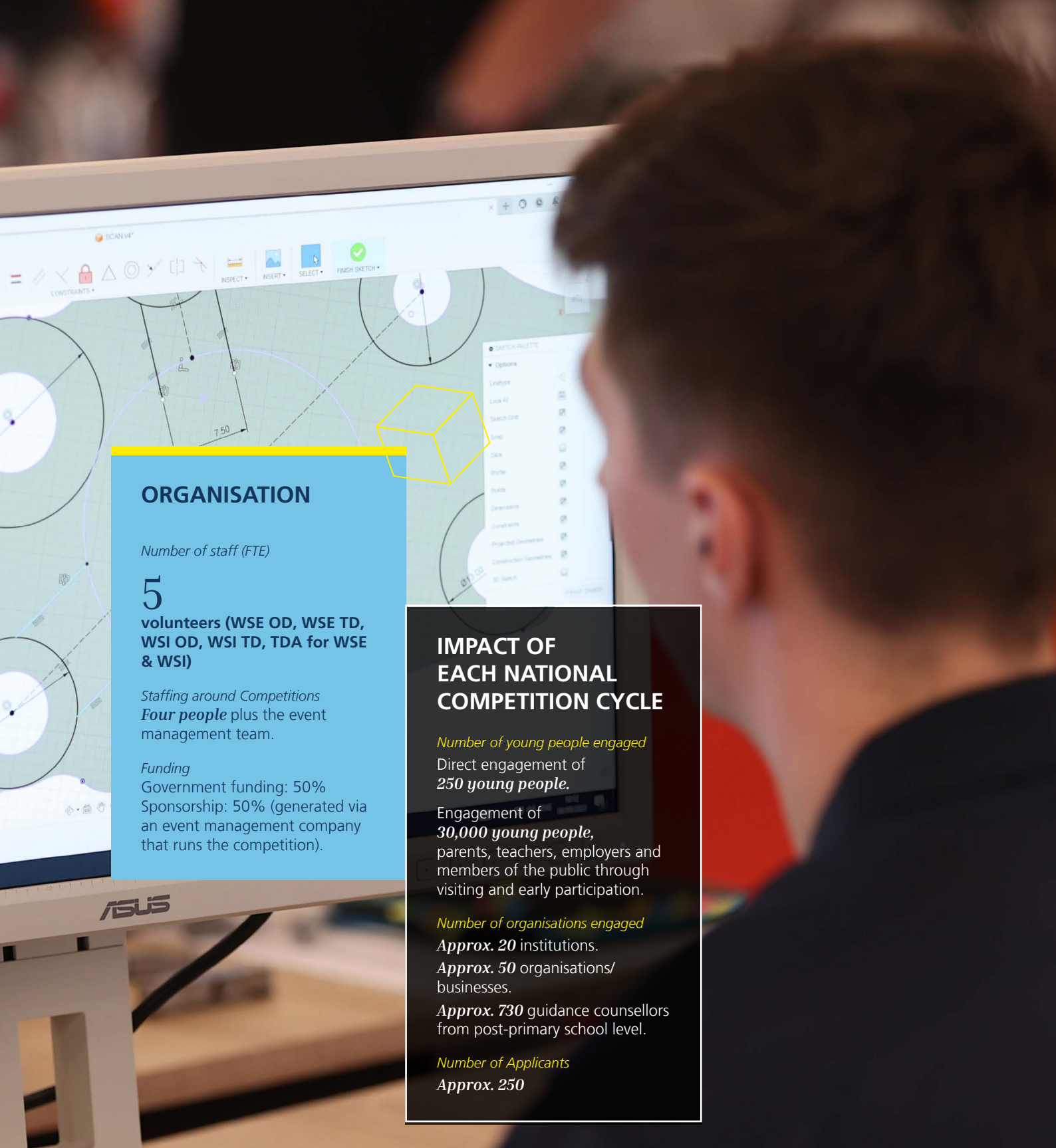
Previously completed a run off between the top 2 or 3 from the national final. This model is currently under review.

Number of Competitors

One Competitor per skill.

% female participation

25% female participation in 2024



ORGANISATION

Number of staff (FTE)

5 volunteers (WSE OD, WSE TD, WSI OD, WSI TD, TDA for WSE & WSI)

Staffing around Competitions

Four people plus the event management team.

Funding

Government funding: 50%
Sponsorship: 50% (generated via an event management company that runs the competition).

IMPACT OF
EACH NATIONAL
COMPETITION CYCLE

Number of young people engaged

Direct engagement of 250 young people.

Engagement of 30,000 young people, parents, teachers, employers and members of the public through visiting and early participation.

Number of organisations engaged

Approx. 20 institutions.
Approx. 50 organisations/ businesses.

Approx. 730 guidance counsellors from post-primary school level.

Number of Applicants

Approx. 250

PERSPECTIVES

Opportunities

WorldSkills Ireland would like to set up and fund a full-time office and secretariat with capacity to plan for five years. WSI aims to host a EuroSkills, incorporate IT skills, Cyber Security and Cloud Computing into EuroSkills, and introduce Construction Metal Work. It would like to learn best practice from other WSE Members around funding, how to develop Erasmus+ programme, access the EU Social Fund, set up and fund full time office and secretariat.

COMPETITIONS
NATIONAL

Number of skills		
33 skills	16 skills in Turin (2024)	23 skills and 13 Try-a-Skill activities in Bolzano (2025)
Frequency		Guest Competitors
Every two years.		Open for guest Competitors from other countries by invitation.
Number of Competitors		
Age of Competitors		
16-23		127 in Turin, 2024 137 in Bolzano, 2025
Funding		Selection process
Every skill is sponsored and financed by public funding.		Some regions organise selection for the national finals competition.
MarCom approach		
Send information to schools and universities, Ministry/Government. Advertise in public spaces (bus, train stations) and through WorldSkills Italy website, social media and other advertising.		
% female participation		Number of visitors
44%  female participation in 2024-2025		20,000 visitors

COMPETITIONS
INTERNATIONAL

Selection process	Number of Competitors	% female participation
The national competition winner is eligible to join the WorldSkills Italy Team at EuroSkills, depending on financing and desire to participate. Otherwise the second place winner is offered the opportunity and so on.	One Competitor per skill.	29% female participation in 2024

PERSPECTIVES

Opportunities
WorldSkills Italy would like to expand national finals to other Italian regions, and to learn more about digital skills from other WSE Members.



ORGANISATION

Number of staff (FTE)

5 staff (TD, TDA, OD, MarCom, administrator)

Staffing around Competitions

40-50 people

Funding

Public funding: 50%
Sponsorship: 10%
European Union funds: 5%
Remaining 35% are paid by the association of category together with the single occupation groups.

IMPACT OF
EACH NATIONAL
COMPETITION CYCLE

Number of young people engaged

Direct engagement of 6,000 young people.

Engagement of 15,000 young people through visiting and early participation.

Number of organisations engaged

200

Number of Applicants

150



KAZAKHSTAN

Population **20.84 million** → **759** (no data on number of VET students)

COMPETITIONS NATIONAL

Number of skills
53 skills, with **30** skills represented at national finals

Frequency
Every year in November.

Guest Competitors
Open for guest Competitors from Kyrgyzstan and Uzbekistan, for the first time.

Age of Competitors

16-21

Number of Competitors
Approx. 600

Funding
Some skills are partly funded by Global Partners, such as Grohe, Knauf and some by local companies. But most of skills are funded by the Government.

Selection process
College competitions, and regional competitions organised by each of the 20 regions in the Spring, resulting in up to 20 Competitors in the national finals.

MarCom approach

The regions advertise to colleges and through social media. WorldSkills Kazakhstan sends invitations and letters to the Ministries, Sponsors, college directors, regional governors, etc, and advertise all over the city.

% female participation

22% 
female participation in 2024

Number of visitors
Approx. 12,000 visitors

COMPETITIONS INTERNATIONAL

Selection process
Selection is based on the national competition. Normally, the gold medallist is selected to compete internationally, though it's possible to select other medallists from previous years if the candidate is not able to participate.

Number of Competitors
One Competitor per skill.

% female participation
29%
female participation in 2024

PERSPECTIVES

Opportunities

WorldSkills Kazakhstan would like to develop its Expert community and would welcome support from other WSE Members to develop a strategy for the coming years. Modern equipment and training centres are also needed.

ORGANISATION

Number of staff (FTE)

10
(CEO, OD, TD, TDA plus 10 managers)

Staffing around Competitions
10 people

Funding
Government funding: 90%
Sponsorship: 10%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

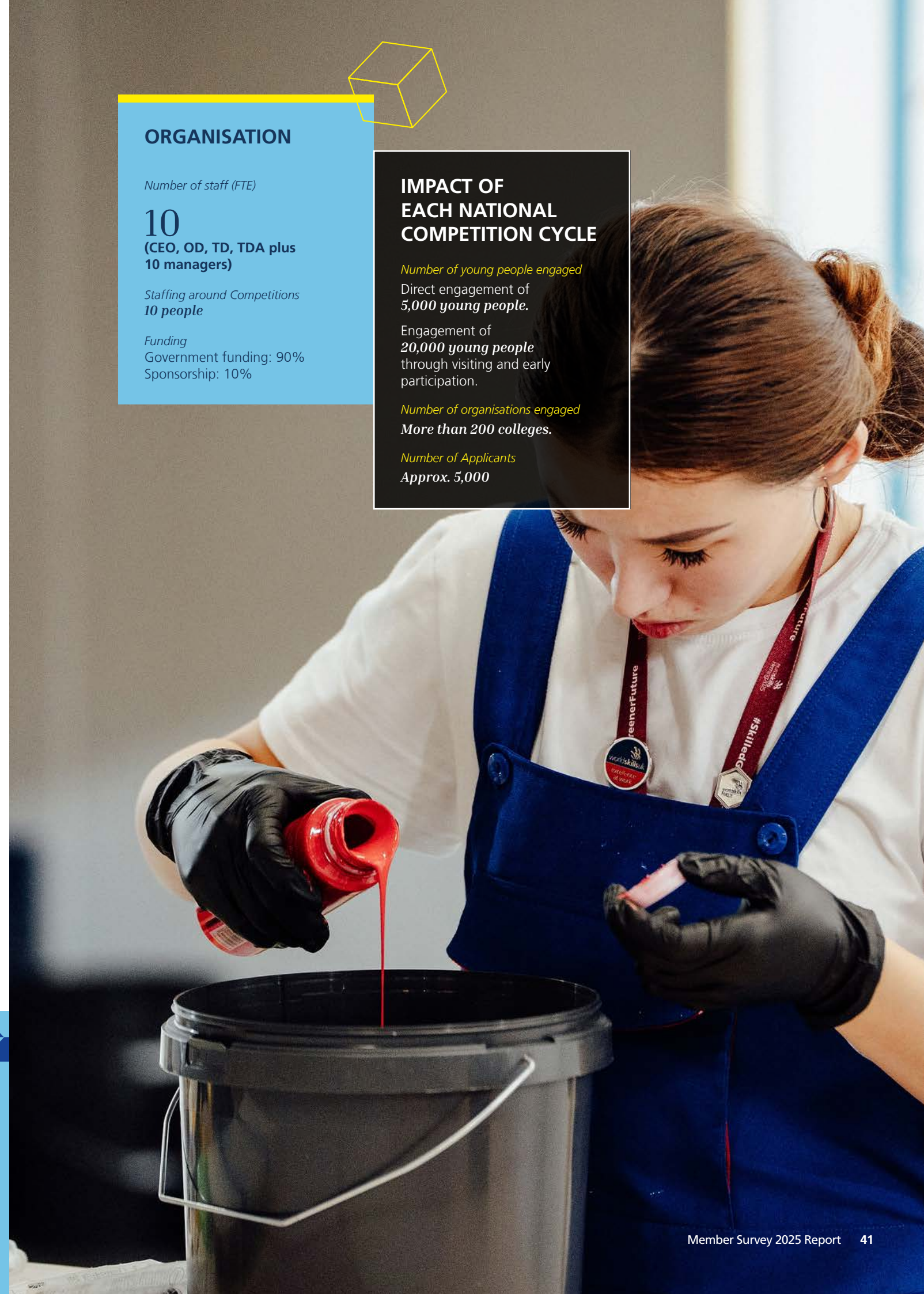
Number of young people engaged

Direct engagement of **5,000 young people.**

Engagement of **20,000 young people** through visiting and early participation.

Number of organisations engaged
More than 200 colleges.

Number of Applicants
Approx. 5,000



COMPETITIONS

NATIONAL

Number of skills

20 skills

Frequency

Every year in May.

Guest Competitors

Not currently inviting guest Competitors but plans to consider possibility in the future.

Age of Competitors

16-20



Number of Competitors

121

Funding

Funded by WorldSkills Latvia.

Selection process

Latvia has a two stage system, 1st stage semi-finals in vocational schools, 2nd stage final in Riga.

MarCom approach

Advertise by sending information to schools directly, and through social media and public communications campaign based on organic content, radio,TV, press.

% female participation

No data available.

Number of visitors

5,000 visitors

COMPETITIONS

INTERNATIONAL

Selection process

Selection is based on the national competition, through a dialogue between the Competitor, WorldSkills Latvia, the Expert, Competitor's school, sometimes the Competitor's employer. The Competitor selected is not necessarily the national champion. A minimum of two candidates are

selected for training. Three months before the international competition, an additional small competition is arranged to select the national representative.

Number of Competitors

One Competitor per skill.

% female participation

67% female participation in 2024 (4 of 6 Competitors)

PERSPECTIVES

Opportunities

WorldSkills Latvia aim to mainstream national competitions to increase their value, and are keen to find out how other countries run their competitions to help improve their system.

Two main challenges include funding from 2028 onwards, and deciding the future model for the national competition.

ORGANISATION

Number of staff (FTE)

5

full-time employees (Head of Unit and four Experts)

Staffing around Competitions

8-10 people. As WorldSkills Latvia is part of a government agency, colleagues from other departments help during the finals. There are also try a skill stations run by schools and partners.

Funding

European Union: 80%
Government: 20%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of 220 young people.

Engagement of 6,000 young people through visiting or early participation.

Number of organisations engaged

50

Number of Applicants

No data available



LIECHTENSTEIN

Population *VET students*
40,000 → 1,100

COMPETITIONS NATIONAL

Number of skills

There is no national event, but Liechtenstein collaborates closely with Austria, Germany, Italy, Switzerland, and others for participation at their events.

Frequency

Throughout the year.

Age of Competitors

18-24

Number of Competitors
 **Approx. 10**

MarCom approach

Attract Competitors via social media, personal letters to each apprentice graduate, personal conversations, ambassador programme, National VET fairs, and advertising in newspapers.

% female participation

No data available.

COMPETITIONS INTERNATIONAL

Selection process

WorldSkills Liechtenstein selects and trains one Competitor per skill. Due to a small number of apprentices, most companies and trainers are in dialogue, advertising for all potential Competitors.

Number of Competitors

Two at EuroSkills Gdańsk 2023.

% female participation

Neither of the two Competitors at EuroSkills 2023 were female.

PERSPECTIVES

Opportunities

WorldSkills Liechtenstein aims to send at least five competitors to EuroSkills Geneva 2029. They are challenged by the small pool of potential Competitors for selection.

ORGANISATION

Number of staff (FTE)

3
staff hold a total of 1.8 full-time equivalent positions (OD, TD, MarCom Officer).

Staffing around Competitions
During Competitions, there are the same **three people**, plus a Team Leader working for WorldSkills Liechtenstein.

Funding
Government funding: 95%
Sponsorship: 5%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
Direct engagement of **5% of young people**.

Number of organisations engaged
20

Number of Applicants
200 (potential applicants)



LITHUANIA

Population **2.83 million** → VET students **Approx. 37,000** | Apprentices **Approx. 3,400**

COMPETITIONS NATIONAL

Number of skills

There is not a national final event but different times and locations for each skill. One at TVET school level and another at national level.

Frequency

Throughout the year.

Age of Competitors

No specific age range, but students at IVET or CVET programme in VET schools.



Number of Competitors

Ranges from 5 to 25 per skill

Funding

Supported by sponsors, schools, businesses, and other organisations.

Selection process

National Competitors are usually winners of local competitions.

MarCom approach

«Skill Finals» are advertised according to the allocated funds for the competition: via social media channels of VET schools that students are involved in competition and on the website of the National Entity for Qualifications and VET.

% female participation

No data available.

COMPETITIONS INTERNATIONAL

Selection process

Selection is made according to data of various national competitions, age restriction, motivation of Competitor to proceed with additional training period for EuroSkills, English language skills, communication and discussion among VET schools, Association of VET schools and OD, TD, TDA.

% female participation

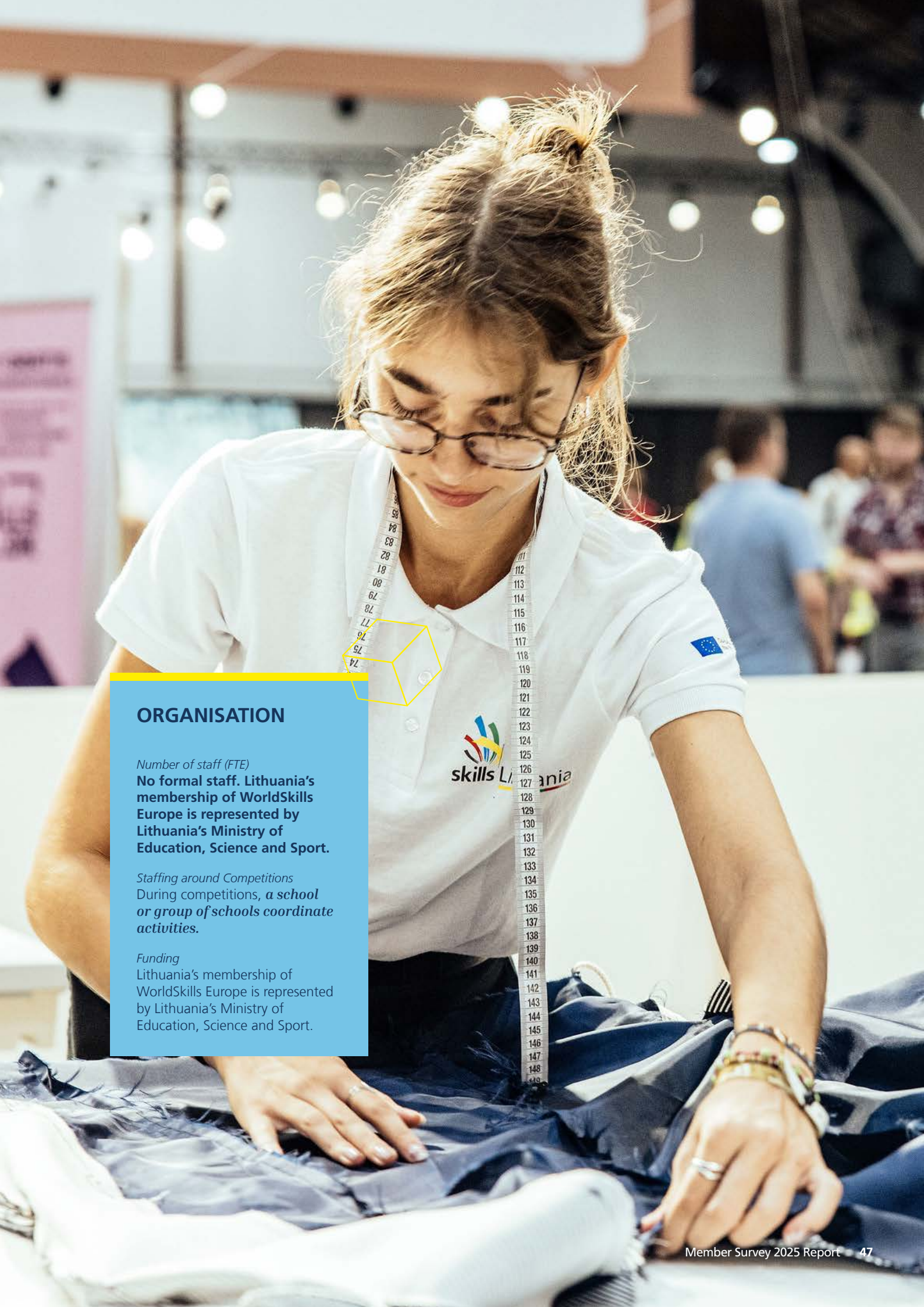
No data available.

PERSPECTIVES

Establishment of national finals framework.

Opportunities

Lithuania does not yet have a national competition finals framework, but plans are progressing to create the framework. The vision for development and long-term strategy is to implement the framework, which will create a systematic process of selection of the top talent through local competitions and national finals.



ORGANISATION

Number of staff (FTE)

No formal staff. Lithuania's membership of WorldSkills Europe is represented by Lithuania's Ministry of Education, Science and Sport.

Staffing around Competitions

During competitions, **a school or group of schools coordinate activities.**

Funding

Lithuania's membership of WorldSkills Europe is represented by Lithuania's Ministry of Education, Science and Sport.

LUXEMBOURG

Population *VET students*
680,000 → 8,650

COMPETITIONS NATIONAL

Number of skills

35 centralised at the national competition.

Frequency

Every two years (LuxSkills). Small, independent VET competitions in between to train and/or select independent skills.

Guest Competitors

Open for guest Competitors from other countries upon request and by invitation, and subject to availability.

Age of Competitors

16-24



Number of Competitors

150

Funding

Ministry of National Education / Department of Vocational Education.

Selection process

Application and selection by Chief Experts.

MarCom approach

Social media comes first, supported by a strong content strategy that speaks directly to young talents and their parents. Communication combining inspiring success stories, behind-the-scenes insights, practical information, school outreach, flyers, national media visibility, and collaboration with professional chambers and education partners.

% female participation

20% 
female participation
in 2025

Number of visitors

18,000 over four competition days.

COMPETITIONS INTERNATIONAL

Selection process

For both EuroSkills and WorldSkills, winners of LuxSkills are selected as potential competitors. Participation depends on age eligibility, motivation, engagement, performance, and results. The final decision is made

jointly WorldSkills Luxembourg and its experts. Second-placed LuxSkills finalists may be selected as back-up competitors or included in succession planning.

Number of Competitors

One Competitor per skill. Two Competitors per 'Team Challenge' skills.

% female participation

30%
female participation
in 2025

PERSPECTIVES

Opportunities

Building inclusive VET competitions where every young person feels represented, supported, and empowered to succeed. Co-organising EuroSkills Düsseldorf 2027. WorldSkills Luxembourg aims to expand its skills competition by recruiting 10 new skills over the next two years. This will help broaden the scope of LuxSkills, create new opportunities for young talent, and strengthen the national competition portfolio.

ORGANISATION

Number of staff (FTE)

5
staff members are employed by the Government and work at the Ministry of National Education / Department of Vocational Education. Their responsibilities cover the coordination of WorldSkills Luxembourg, including TD, TDA, MarCom, international relations, finance, and secretariat support. In addition, the Skills Department is responsible for the implementation of the skills strategy on a national level.

Staffing around Competitions
Approx. 150 (including Experts).

Funding
100% Government funded.

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
30,000

Number of organisations engaged
Approx. 150

Number of Applicants
Approx. 250 (All suitable applicants become participants in the competition)



MONTENEGRO

Population *VET students*
630,000 → 18,736 (45 VET schools)

COMPETITIONS NATIONAL

Number of skills
5-8 skills represented

Frequency
No national final event,
competitions held every year at
different times and locations.

Guest Competitors
Not currently possible to invite
guest Competitors but plans to do
so in the future.

Age of Competitors

15-19
(but most Competitors
are aged 18-19)

Number of Competitors
 **200**

Funding
Each skill is supported by a
business or the chamber.

Selection process
Participation in the competition
is only open to students,
not working people. It is the
responsibility of the VET schools
to find participants. Some schools
organise internal competitions.

MarCom approach
Advertising on social media
channels and TV interviews.

% female participation
No national data available.

Number of visitors
**Competitions are not always open to the
public, but in the future they will be open to
primary schools and citizens.**

COMPETITIONS INTERNATIONAL

Selection process
The chamber of commerce or business
can select Competitors for EuroSkills.
Competitors are not always current
national finalists, but sometimes
former national finalists who have
more experience. Competitors can
also be someone related to vocational
education. Two Competitors per
skill are usually selected, with the
Expert making the final decision.

Number of Competitors
6 Competitors in total.

% female participation

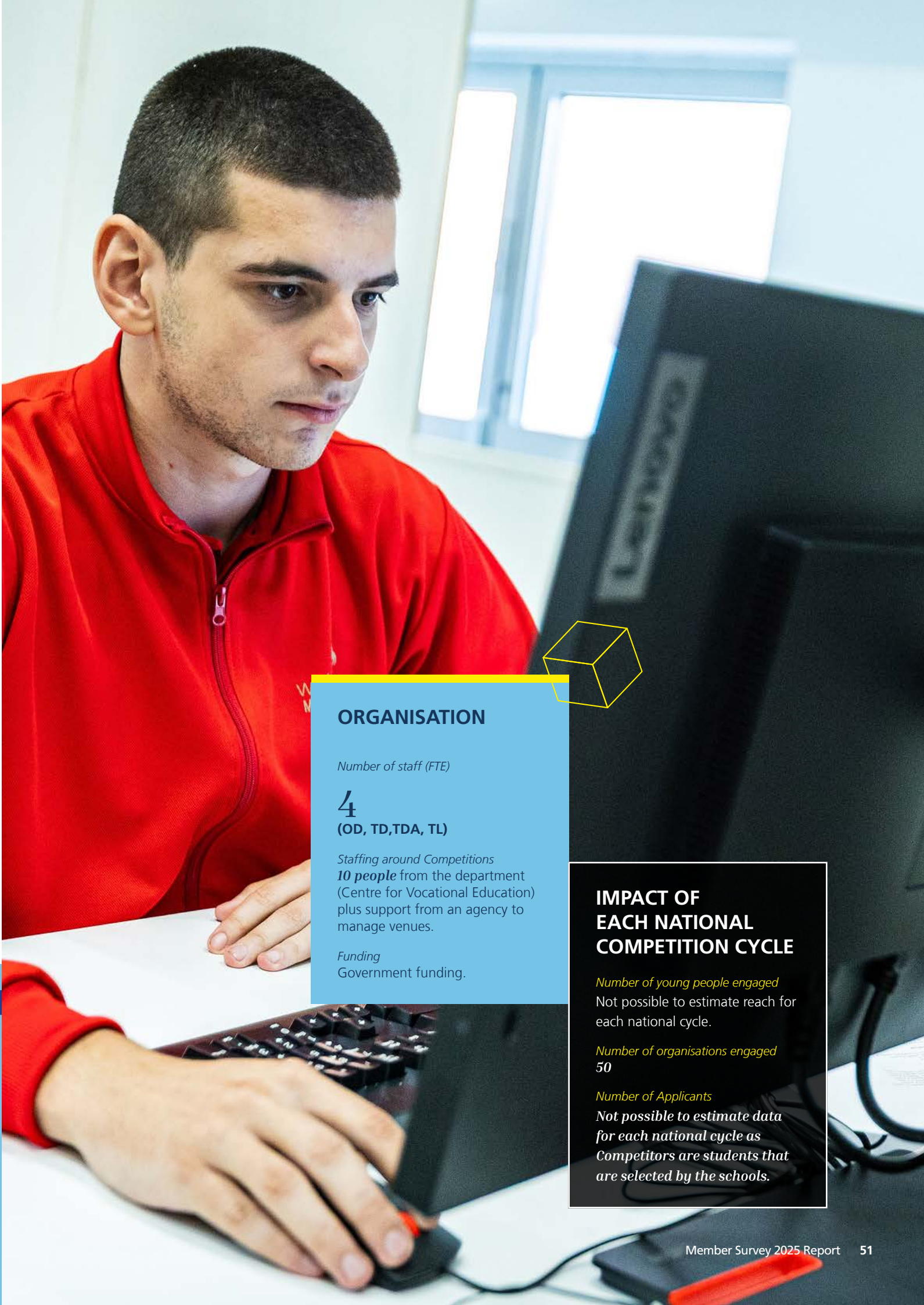
33%
female participation
in 2023

PERSPECTIVES

Montenegro is not at
present focusing on
areas to develop but
would like to be part
of some project where
they could learn more.

Opportunities

For example: How to develop a Competitor recruitment model. How to encourage Experts to be part of the team. They would also be interested in the solution of having an Expert come and tell them about the different options. The main goal is to develop a national competition similar to the Croatian model - Competition all under one roof, at the same time, with Try-a-Skill activities. Montenegro also wants to raise the level of the competition, and develop assessment criteria and the Competition Rules.



ORGANISATION

Number of staff (FTE)

4
(OD, TD,TDA, TL)

Staffing around Competitions
10 people from the department
(Centre for Vocational Education)
plus support from an agency to
manage venues.

Funding
Government funding.

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
Not possible to estimate reach for
each national cycle.

Number of organisations engaged
50

Number of Applicants
**Not possible to estimate data
for each national cycle as
Competitors are students that
are selected by the schools.**

THE NETHERLANDS

Population *VET students*
18.35 million → 507,000

COMPETITIONS NATIONAL

Number of skills

70 (60 skills in one venue, 10 elsewhere)
Skills Talents = 10 skills Skills Heroes = 50 skills
"Powered By" = 10 (demonstration) skills

Frequency

Every year in March.

Guest Competitors

Open for guest Competitors from other WSE Member Countries by invitation from each Expert, providing there are spare places.

Age of Competitors

Skills Talents: 14-16
Skills Heroes: from 17 (no upper age limit, but they must be students).
Most Competitors are aged 19-20.



Number of Competitors

Skills Talents: 160
Skills Heroes: 434

Funding

Funded by WSNL, but support is provided from Partners for some skills.

MarCom approach

Advertise directly to VET schools via each of the 52 Skills Coordinators. Supported by WorldSkills Netherlands national press and social media activity, and promotional support from trade unions.

Selection process

52 Skills Coordinators first organise school-level preliminaries. The second stage is the qualification round, running from November to January. The top eight Competitors in the qualifiers are then selected to compete in the national finals.

% female participation

27% 
female participation in 2024/25

Number of visitors

23,000 visitors

COMPETITIONS INTERNATIONAL

Selection process

Gold medallists of the national competition are invited to an interview with WorldSkills Netherlands. If they fulfil the requirements and wish to proceed, they will be selected to compete at EuroSkills. If a gold medallist declines, the silver medallist is then invited for interview. If a Competitor has already participated at a WorldSkills Competition and wishes to compete at EuroSkills, they must go through the recruitment process again. Training runs from March to September.

Number of Competitors

One Competitor per skill.

% female participation

30%
female participation in 2024

ORGANISATION

Number of staff (FTE)

25

Staffing around Competitions
500 people (25 WSNL, plus Experts, Workshop Managers, and Volunteers)

Funding

Government funding: 85%
Sponsorship: 15%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Approx. 1 million pre-VET students are touched by communication of WSNL projects via social media and school channels.

35-40,000 pre-VET students attend school preliminary competitions.

2,500 pre-VET and VET students attend national qualifications.

Approx. 24,000 pre-VET and VET students visit Skills The Finals (national competition) and its Try-a-Skill programme.

Number of organisations engaged

52 VET colleges (more than 90% of all VET colleges in the Netherlands).

160 pre-VET colleges (35% of all pre-VET colleges in the Netherlands).

120-150 Sponsors and Partners (industry and business companies).

Five national councils and the Ministry of Education.

Number of Applicants

Skills Talents: 800
SkillsHeroes: 15,000

PERSPECTIVES

Opportunities

WorldSkills Netherlands will continue to work on talent development and promotion of VET and craftsmanship to provide young people with information and excitement about what kind of professions there are, and to help them discover and develop their potential. They want to integrate the skills competitions within schools as a form of their mission, in their curriculums, and education programmes. They are keen to develop the Master Class project, so they are eager to learn from the UK about how the Centres of Excellence have developed there. Also keen to learn how other countries motivate Competitors and ensure the right mindset. WorldSkills Netherlands' long-term strategy is to secure long-term government funding, develop more and different kinds of skills competitions, also in secondary education, and to extend the career orientation programmes and Train the Trainer/Master Class programmes.

COMPETITIONS NATIONAL

Number of skills

Varies between 10-40 skills

Frequency

National Championship every two years (for apprentices and young workers). School Championships every year (for students in vocational schools).

Guest Competitors

Open for guest Competitors from other countries by invitation.

Age of Competitors

National Championship:
Aged 17-23
School Championships:
Aged 17-18



Number of Competitors

National Championship:
Approx. 100-350 Competitors
School Championships:
Approx. 300–400 Competitors

Funding

Shared funding model for National Competition. WorldSkills Norway covers all costs related to infrastructure and overarching arrangements, while individual industry organisations cover costs of specific skill competitions. School Championships are entirely dependent on government funding to be organised.

Selection process

No unified selection process for the National Championships. This is largely decided by individual trade organisations. Some organisations hold regional qualifiers, while others simply select participants. For the School Championships there is a more hierarchical structure –local school competitions, regional finals, and national finals.

MarCom approach

Marketing to recruit Competitors is managed by industry organisations and networks, and schools. Promotion of school and national championships is regionally anchored, combining social media, printed media and local partnerships with host county authorities and municipalities.

% female participation

No data available.

Number of visitors

10,000-20,000 (National Championships)

COMPETITIONS INTERNATIONAL

Selection process

Competitors are selected based on the National Championships. First place medallists are invited to be assessed (to evaluate willingness to train, motivation, and suitability) first. Second place medallists may also be invited for assessment.

Number of Competitors

One Competitor per skill.

% female participation

No data available.

ORGANISATION

Number of staff (FTE)

4

CEO is full-time, Project Manager is full-time, Technical Delegate is part-time, and MarCom is part-time.

Staffing around Competitions
No additional staff.

Funding

State funding: 60.80%
Social partners: 27.54%
European funding: 6.08%
Membership fees: 3.04%
Other: 2.53%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
20,000-30 000

Number of organisations engaged
100

Number of Applicants
No data available.

PERSPECTIVES

Opportunities

WorldSkills Norway would like to:

- Address shortages in the vocational workforce by strengthening recruitment, increasing public attention and improving the quality of VET.
- Use the School Championships as a measurable tool for quality in vocational education and training, across schools, regions and against international standards. Enhancing motivation, quality development and exam preparation among vocational students, and offering a networking opportunity for vocational trainers and teachers.
- Build a more systematic and long-term model for the national skills team, to improve Norway's international competitiveness and increase the value of participation in international competitions for businesses and industry.
- Work to increase participation in skills that are critical to national competitiveness and the future needs of Norwegian industry.
- Strengthen its organisational structure and secure a more predictable funding base to ensure greater implementation capacity and sustained activity over time.

POLAND

Population *VET students*
38 million → 1,160,000

COMPETITIONS NATIONAL

Number of skills

20 skills

Frequency
Every year.

Guest Competitors
Open for invited Competitors from other countries.

Age of Competitors

16-24



Number of Competitors

400

Funding

Implemented by FRSE , co-funded by the European Union, public funding and industry partners.

Selection process

Online test or portfolio, regional competitions (eliminations), national finals (SkillsPoland).

MarCom approach

Digital campaigns, school outreach, social media, PR activities, regional promotion, cooperation with industry and education partners.

% female participation

33% 
female participation in 2025

Number of visitors

7,000+ annually.

Selection process

One Competitor (or Team) in 20 selected skills is selected based on the SkillsPoland National Finals. No difference between EuroSkills and WorldSkills selection.

Number of Competitor

One Competitor or team per skill.

% female participation

5%
female participation in 2024

COMPETITIONS INTERNATIONAL

PERSPECTIVES

Opportunities

Strategic goals are to strengthen cooperation between education and industry, increase visibility of vocational excellence, support transfer of EuroSkills and WorldSkills standards into curriculum, expand participation in future-oriented skills, promote green, digital and AI-related competencies, increase international cooperation and mobility, strengthen inclusion and participation diversity in vocational education. Key priorities are the development of regional competitions and national finals, stronger industry engagement and long-term partnerships, development of international training standards, increased participation and awareness among young people and schools, building vocational excellence ecosystem in Poland.

ORGANISATION

Number of staff (FTE)

10
full-time employees, 1 part-time employee, and external experts network.

Staffing around Competitions
Experts, partners, and event teams supporting regional and national competitions.

Funding
European Union funding, public funding, sponsorship support.

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
10,000+

Number of organisations engaged
1,000+

Number of Applicants
1,500+

PORTUGAL

Population *VET students*
10.41 million → 150,000

COMPETITIONS NATIONAL

Number of skills

Up to 65 potential skills

58 skills at national competition in 2024

Frequency

Every two years.

Guest Competitors

Open for guest Competitors from other countries by invitation.

Age of Competitors

16-29



Number of Competitors

445

Funding

All competition phases are funded by government, but partnerships provide added value, especially in specific innovative skills. Some skills are also 100% organised by college partners, and equipment for other skills is provided by partner companies.

Selection process

- VET providers register
- Pre-selection phase
- Regional phase
- National Competition

MarCom approach

National campaigns and advertising by sending information to VET providers, website, social media, radio spots, and outdoor advertising. Also organise regional meetings where all representatives from VET promoters are invited.

% female participation

30%

**female participation
in 2024**

Number of visitors

More than 8,000 visitors in 2024

COMPETITIONS INTERNATIONAL

Selection process

Competitors for international competitions are selected from the national competition.

For EuroSkills, Competitors with the best results at the nationals are shortlisted. The two best Competitors in each skill are submitted for final selection (both technical and psychological performance testing), in order to choose one Competitor.

For WorldSkills, Competitors are selected from those who achieved at least a Medallion of Excellence at EuroSkills.

Number of Competitors

Participated with 15 Competitors in 13 skills at EuroSkills Herning 2025.

% female participation

20%

**female participation
in 2025**

ORGANISATION

Number of staff (FTE)

7

full-time staff

Staffing around Competitions

9 additional Skill Advisors, plus **40 people** linked to the organisation.

Funding

100% government funding

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Visiting or early participation of **8,000 people** at the latest national competition and **7,000 people** at the regional phases.

Number of organisations engaged

82 different VET providers and **65 partner entities**.

Number of Applicants

1,064

PERSPECTIVES

Opportunities

Together with WSE, WorldSkills Portugal would like to develop campaigns that could enhance vocational training while combating gender, age and other prejudices. They would like to get even closer to companies/industry to ensure that skills competitions reflect the demands of the job market in terms of skills, working methods, equipment, and products. They believe it is important to find common methods, indicators and data at European level to measure the impact on the economy, on the quality of technical and vocational education and training, and on the lives of all the people who participate at EuroSkills Competitions. The same system could be used to measure the impact of National Competitions.

ROMANIA

Population

VET students

18.91 million → 250,000

COMPETITIONS

NATIONAL

Number of skills

13 skills

Frequency

Every year. Competitions take place between February and May in different cities. Skills Partners organise finals.

Guest Competitors

Open for guest Competitors from other countries by invitation by Experts.

Age of Competitors

16-19



Number of Competitors

244

Funding

Each skill needs to be funded by a partner to be included.

Selection process

Some skills have pre-selection, organised online by schools. The top 10 Competitors in each skill are selected to take part in the second, final stage.

MarCom approach

Advertise through written information to schools and ministry, press releases, social media campaigns, and event invitations to journalists including TV.

% female participation

41% 
female participation in 2025

Number of visitors

No available data.

COMPETITIONS

INTERNATIONAL

Selection process

Process varies from skill to skill. Sometimes gold medallists from the national finals are selected; sometimes all three medallists are selected; sometimes they are Competitors who have been to a WorldSkills Competition. After an intensive training phase, the Expert or partner company selects the final Competitor for EuroSkills.

Number of Competitors

One Competitor per skill generally, but can be more than one

% female participation

22%
female participation in 2024

PERSPECTIVES

WorldSkills Romania is currently taking part in an Erasmus project with the aim of introducing new skills to the final Competition.

Opportunities

They would like to partner with other Member Countries on various projects. They have wide experience of running Erasmus projects, having already collaborated with Belgium, Czech Republic, France, Poland, and Slovakia. WorldSkills Romania wants to focus on generating impact through the VET system. Using the Competition to increase the attractiveness of skills, and develop the VET system, through new subjects and changing the school curriculum. They would like to organise more training for teachers to make sure that they understand the new core curriculum; they already organise study visits for students and teachers and are involved in research related to the topic of skills. They are also preparing an atlas of skills and competences. WorldSkills Romania aims to find out more about the structure of other organisations, especially those similar to theirs, like NGOs. They would also like to continue participating in friendly competitions because they still have a lot to learn and find it important to connect their Experts with Experts from other countries.

ORGANISATION

Number of staff (FTE)

7

Staffing around Competitions
No additional staff.

Funding

European Union funds: 50%
Sponsorship: 25%
Private funds: 25%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of 10,000 young people.

Engagement (from visiting or early participation) of 50,000 young people.

Number of organisations engaged

Approx. 250

Number of Applicants

10,000



SERBIA

Population **6.69 million** → VET students **146,519** | VET students / apprentices **9,282 (Dual education)**

COMPETITIONS NATIONAL

Number of skills
3 skills (Mechatronics, Web Development, Hotel Reception)

Frequency Every year (2025 was the first year).	Guest Competitors Open to guest Competitors from other countries.
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Age of Competitors
17-20+

Number of Competitors
 **32**

Funding Shared funding with Sponsors.	Selection process Conducted through an open call, while winners of national secondary school competitions are granted direct qualification.
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MarCom approach
Advertise mostly by sharing information with schools, ministry, via website, social media, and TV.

% female participation 25%  female participation in 2025	Number of visitors 6,000 visitors per day
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COMPETITIONS INTERNATIONAL

Selection process The winners of the SerbianSkills competition qualify to participate in the EuroSkills Competition.	Number of Competitors One Competitor per skill.	% female participation 25% female participation in 2025
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PERSPECTIVES

Opportunities
WorldSkills Serbia is working on a long-term strategy focused on promoting vocational education and skills development, collaboration with industry partners, strengthening Serbia's presence in EuroSkills Competitions, enhancing skills training programmes, and creating pathways for career growth. WorldSkills Serbia also wishes to engage more in conferences, international cooperation, and exchange of best practices.

ORGANISATION

Number of staff (FTE)

7

Staffing around Competitions
Additional employees from the office and the chamber, plus volunteers.

Funding
Shared funding provided by the Office for Dual Education and the National Qualifications Framework and the Chamber of Commerce and Industry of Serbia, with the participation of sponsors.

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
100

Number of organisations engaged
50

Number of Applicants
60



SLOVAKIA

Population *VET students*
5.42 million → 135,001

COMPETITIONS NATIONAL

Number of skills

12 skills

Frequency

No national final event, but several competitions held every year.

Guest Competitors

Not currently open to guest Competitors as competitions are held in Slovak language.

Age of Competitors

16-19



Number of Competitors

287

Funding

Shared funding. Skills in the national finals must be funded by the ministry or have a partner/sector organisation, chamber, college, or Sponsor.

Selection process

Dependent on the type/professional focus of each skill: but generally school rounds, semi-final rounds, and national finals.

MarCom approach

Advertise by emails to schools, information to ministry, via school education website, Facebook, newsletter.

% female participation

33%
female participation in 2025

Number of visitors

3,500 visitors

COMPETITIONS INTERNATIONAL

Selection process

Competitors are shortlisted according to the results of the national finals, or by nomination by a partner from the professional economic practice and the guild. Final Competitors are selected after additional process.

Number of Competitors

One Competitor per skill generally, but can be more than one.

% female participation

17%
female participation in 2023

PERSPECTIVES

WorldSkills Slovakia has a strategy focused on specific objectives that it would like to achieve in the coming years.

Opportunities

The objectives are to promote long-term partnerships between vocational training schools and economic apprenticeships (dual apprenticeships). Challenges around funding, human resources, systemic preparation for training and concentration of Competitors for EuroSkills Competition by partners. Would like to identify Experts and integrate them into the EuroSkills/WorldSkills Europe working teams.

ORGANISATION

Number of staff (FTE)

12

staff total: 2 full-time, 10 part-time.

Staffing around Competitions

Additional 10-15 staff as a rule. If the event is large, venue company will provide assistance.

Funding

Government funding: 70%
Sponsorship: 10%
European Union funds: 10%
Own funds: 10%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of **2,500 young people**.

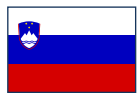
Engagement from visiting or early participation of **8,000 young people**.

Number of organisations engaged

40

Number of Applicants

1,500



SLOVENIA

Population **2.12 million** → VET students **52,000** | VET apprentices **300**
(38,000 technical education, 13,000 vocational education, 1,200 lower VET)

COMPETITIONS NATIONAL

Number of skills

16 skills

Frequency
Every two years.

Guest Competitors
Open to guest Competitors from other countries.

Age of Competitors

16-24



Number of Competitors

80

Funding
Funded by WorldSkills Slovenia, but partner funding is welcome.

Selection process
There is not a unified system for all skills. In some skills there are preliminaries, in other cases schools organise their own competitions or select the participants directly.

MarCom approach

Attract students through direct communication with schools, website, social media, via Chambers. Promote national finals via national TV and press, online news channels, and education fairs.

% female participation
No data available.

Number of visitors
40,000-60,000 visitors

COMPETITIONS INTERNATIONAL

Selection process
Selection is typically the winner of the National Competition. Second placed Competitors are also taken into consideration as a reserve candidate.

Number of Competitors
One Competitor per skill.

% female participation
17%
female participation in 2023

PERSPECTIVES

Opportunities

WorldSkills Slovenia is in the process of writing a VET promotion strategy in which national and international competitions will be included. They are aiming to hold their national final as an annual event as opposed to every two years. They are also currently working on an Erasmus + project together with three other WorldSkills Europe Member Countries: Croatia, Cyprus, and Czech Republic. The goal of the project is to strengthen cooperation during the preparation phase and visits during national competitions. WorldSkills Slovenia is also keen to learn from other WorldSkills Europe Members how they engage sponsors, attract Competitors and increase school engagement in specific skills e.g. Painting and Decorating.

ORGANISATION

Number of staff (FTE)

4
(TD, TDA, MarCom Officer, Administrator)

Staffing around Competitions
WorldSkills Slovenia is supported by an event company. Experts come from schools (now 4 Experts) or are company owners.

Funding
European Union funds: 90%
Government funding: 10%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
Direct engagement of **2,000 young people**.

Engagement from visiting or early participation of **10,000 young people**.

Number of organisations engaged
50

Number of Applicants
150



SPAIN

Population

47.89 million → 1.3 million

VET students

COMPETITIONS NATIONAL

Number of skills	
29 competition skills and	5 exhibition skills
Frequency	Guest Competitors
Every two years (even years).	Open for guest Competitors from other countries by invitation from Ministry of Education. No possibility to receive medals but awarded honorary certificates.
Age of Competitors	Number of Competitors
18-22	466 Total of 521 Competitors when including exhibition skills.
Funding	Selection process
Shared financing with the ministry. Support from partners or Sponsors is essential.	19 autonomous communities and autonomous cities host preliminary competitions and selection of Competitors for the national competition finals.
MarCom approach	
Advertise by written information to schools, via the SpainSkills website, and on social media.	
% female participation	Number of visitors
31%  female participation in 2024	Approx. 10,000 visitors

COMPETITIONS INTERNATIONAL

Selection process	Number of Competitors	% female participation
Gold medallists at SpainSkills are selected and represent Spain at WorldSkills and EuroSkills (to increase chances of success). If gold medallist resigns, the next medallist is asked to join. Considering changing process and inviting all three medallists to be included.	One Competitor (or team of Competitors) per skill.	25% female participation in 2024



ORGANISATION

Number of staff (FTE)

35
(TD, TDA, 29 Experts, 4 Team Leaders)

Staffing around Competitions
No additional staff.

Funding
100% government funding (including European funds).

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
40,624

Number of organisations engaged
Approx. 160

Number of Applicants
2,367

PERSPECTIVES

Opportunities

SpainSkills would like to learn from other WSE Members and share best practice around how they are:

- Integrating rapid technological advancements such as AI, automation, and digital transformation into their competitions, ensuring that skills remain relevant to emerging industries.
- Incorporating green technologies and sustainable practices into their skill frameworks, e.g. renewable energy, green building, and circular economy skills.
- Engaging under-represented groups such as women in male-dominated fields or individuals from disadvantaged backgrounds, and successfully implementing diversity and inclusion programmes.
- Improving Industry-Competition collaboration and engaging with industries to develop more dynamic, forward-thinking competitions that better address real-world challenges and remain aligned with workforce needs.
- Developing Competitors' communication, problem-solving, and teamworking skills, helping to ensure that participants are not only technically skilled but also prepared for the demands of modern workplaces.
- Expanding the number of participants.

SWEDEN

Population

VET students

10.66 million → 107,435

COMPETITIONS

NATIONAL

Number of skills

80 (~40 competition skills, ~40 showcase)

Frequency

Every two years.

Guest Competitors

Open for guest Competitors from other countries upon invitation from the sector organisation.

Age of Competitors

18-25

Competitors age

Number of Competitors

Approx. 200

Competitors

Funding

Funded by the Social Partners and the Swedish Government.

Selection process

Competitors can apply for the finals individually or they can be nominated by schools and companies. This is the responsibility of the sector organisations. If there are a lot of applicants in a particular skill, sector organisations will hold written tests and/or qualification competitions before selecting participants for the National Skills Competition.

MarCom approach

On a national level - advertising in social media, newsletters, advertisements in trade magazines, press releases.

On a regional level - advertising in social media, newsletters, advertisements in trade magazines, press releases and via regional parties directly engaging priority target groups such as schools, school leaders and teachers.

Sector organisations also undertake promotional activities to attract Competitors.

% female participation

33% 

female participation in 2024

Number of visitors

Approx. 30,000 visitors

COMPETITIONS

INTERNATIONAL

Selection process

Competitors are selected by the sector organisations. In most cases the selected Competitor is the winner of the national final.

Number of Competitors

One Competitor per skill.

% female participation

33%

female participation in 2024

ORGANISATION

Number of staff (FTE)

7

(CEO, Director of International Affairs, 3 Project Managers, Communicator, Administrator).

Staffing around Competitions

Staff increases to 10-15 around competitions.

Funding

Government funding: 47,6%

Owners' funding: 47,6%

Sponsorship: 4,7%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of 230 Competitors.

Engagement from 30,000 visitors and 200 Competitors at national competitions (every second year), and estimated 1,000 students locally, regionally, and nationally for school competitions (yearly).

Number of organisations engaged

No data available.

Number of Applicants

Data not available.

PERSPECTIVES

Opportunities

During 2024-2026, WorldSkills Sweden will undergo a business review in order to more clearly set goals and strategies for the coming years One area they are keen to focus on is to review how to increase involvement from the school world with, for example, an increased number of school competitions. How can Competitors at school level be best trained to perform in international skill competitions.

SWITZERLAND

Population *VET students* *VET apprentices*
8.97 million → 197,110 | 40,481

COMPETITIONS NATIONAL

Number of skills

92 skills

150 Try-a-Skill activities

Frequency

Every two years.

Guest Competitors

Open for guest Competitors from other countries upon invitation from the Skills Association.

Age of Competitors

16-20

Number of Competitors

 **1,100**

Funding

Skills associations run the competitions, often with sponsor support. SwissSkills handles communication, signage, the closing ceremony, and all other national competition essentials, with additional funding from sponsors and the government.

Selection process

Skills Associations organise their own pre-selection competitions and select Competitors for the national final.

MarCom approach

Advertise via the 70 Skills Associations, newspapers, radio, and social media.

% female participation

26% 
**female participation
in 2024**

Number of visitors

120,000 visitors

COMPETITIONS INTERNATIONAL

Selection process

Skills Associations nominate and select often the winner of the national competition, but sometimes they host a second selection event for the top three Competitors to see who has the highest potential.

Number of Competitors

One Competitor per skill.

% female participation

26%
**female participation
in 2024**

ORGANISATION

Number of staff (FTE)

Around 30

Staffing around Competitions
Staff increases to around **50** (not including those responsible for infrastructure).

Funding

Foundation SwissSkills: Partly government-funded, partly sponsor-funded.

SwissSkills Marketing & Events: 100% Partner/Sponsor funded.

National Skills: Partly government-funded, partly sponsor-funded.

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged

Direct engagement of **1,100 Competitors** and around **70,000 visiting students/young people**.

Number of organisations engaged

2,000

Number of Applicants

Data not available.

PERSPECTIVES

Opportunities

SwissSkills would like to engage pupils at a younger age and promote vocational education and training through:

- Promoting talent and excellence nationally and internationally by sharing stories and case studies that make vocational talent visible, challenge stereotypes, raise awareness, and highlight career opportunities through apprenticeships.
- Representing Switzerland in international associations like WorldSkills International and WorldSkills Europe, and working with organisations with aligned goals.
- Actively working to ensure a representative proportion of participants from Latin Switzerland in vocational championships.
- Engaging with pupils and their influencers to convey the variety of career opportunities through apprenticeships.
- Achieving high participation and visitor numbers at events and on digital platforms.

UNITED KINGDOM

Population *VET apprentices*
69.55 million → 713,000

COMPETITIONS NATIONAL

Number of skills

Approx. 50 skills

Frequency

Every year.

Guest Competitors

Open for guest Competitors from other countries contingent on space / capacity.

Age of Competitors

16+



Number of Competitors

400

Funding

UK governments (England, Scotland, Wales and Northern Ireland) fund competitions with additional investment from education and industry partners.

Selection process

Two stages:
1. Local skills activity | free teaching resources | support intercollege activity and national benchmarking events.
2. National competitions | initial assessments | qualifiers | national final.

MarCom approach

Marketing and comms through website, social media, direct mail to colleges and training providers, through third party partners and stakeholders with a digital comms pack, media partnerships with sector press, supplements.

% female participation

32% 
female participation in 2025

Number of visitors

3,000 visitors, plus live-streaming of competitions

COMPETITIONS INTERNATIONAL

Selection process

Competitors join an 18-month programme with EuroSkills being milestone event as part of pressure testing and benchmarking on the road to WorldSkills. Competitor performance is reviewed near time of registration to select the final Competitor/team going forward. They then rejoin the international development training programme to April the following year for selection to Team UK for WorldSkills.

Number of Competitors

One Competitor per skill.

% female participation

32%
female participation in 2025



ORGANISATION

Number of staff (FTE)

40+
staff plus contractors and external network of Experts.

Staffing around Competitions

Additional contractors support visitor programmes.

Funding

Government: 48%
VIK (value in kind): 46%
Sponsorship: 6%

IMPACT OF EACH NATIONAL COMPETITION CYCLE

Number of young people engaged
From local to national competition activity there is a target to reach approx. **11,300 young people each year.**

Number of organisations engaged
400+ providers (colleges, independent training providers, universities, employer providers).

Number of Applicants
Approx. 4,000

PERSPECTIVES

Opportunities

WorldSkills UK has three core strategic priorities:

1. Raising standards: through international benchmarking and professional development.
2. Championing future skills: through analysis of rapidly changing economic demand.
3. Empowering young people, from all backgrounds: through competitions-based training and careers advocacy.

WSUK is working to help the UK become a "skills economy": boosting the prestige of technical and professional education by embedding world-class training standards across the UK to help drive investment, social mobility and economic growth.

It will continue to provide a strong return on investment for partners and beneficiaries and increase its focus on attracting new investment from business and government.

WSUK is ready to build on existing collaboration with fellow WSE Members, and is considering enabling access to its online digital portal to encourage Members to use its benchmarking resources to support local level data gathering for comparative analysis of teachers.

SUMMARY

This report provides an overview of data gathered by WorldSkills Europe between October 2024 and March 2025, where all Member organisations were asked the same 34 questions. The overarching aim was to provide WSE and its Members, Sponsors, and Partners with information about the WorldSkills movement across Europe.

Each Member Country's information is presented in a two-page overview, which is designed to be relatively comparable, and easy to access for the reader, with organisational perspectives, challenges, and funding structures presented in a digestible format.

COMPARING DATA

Number of staff employed

The number of staff employed by Member Country organisations varied from **0 to 50**, with a mean of **11 and median of 6.5**, indicating that half of Member Country organisations had up to or fewer than 6.5 employees and half had more than 6.5 employees.

17

Member organisations held a national skills event every year

15

countries, a national final event was held every second year. One country did not have a national event.

Organisation funding

It was most common for Member Country organisation funding to come from between two and four sources, but three countries reported being 100% funded by government; most Member Country organisations were funded by a combination of government, Sponsors, European Union funds or other sources, which were mainly trade unions, chambers or private funding.

Skill competitions

National finals had between 4 and 200 skill competitions included, with a mean of 39 skills and a median of 30 skills.

Number of Competitors

The number of Competitors at national skills events ranged from 40 to 26,600, with a mean of **1,222 Competitors** and a median of **250 Competitors**. (Note: Germany reported the highest numbers, with **3,000 Competitors** in its craft sector competitions, **22,000 Competitors** in its health sector competitions, and **1,600 Competitors** in its industrial sector competitions. Switzerland reported the second highest numbers, with 1,100 Competitors). The median of 250 indicates that half of Member Countries had fewer than 250 Competitors and half had more than **250 Competitors** at their event.

Number of visitors

The number of visitors at the national skills final events ranged from 0 (one country reported that public access was not permitted) up to 120,000. The mean number of spectators was **22,100 and the median was 12,000**.

Direct engagement of young people

Reporting on the direct engagement of young people including Competitors, into the final event, the reports range from **100 to 40,000 young people** engaged, with a mean of 5,600 and a median of 1,100.

COMMON CHALLENGES, OPPORTUNITIES, AND GOALS

The answers to the final questions of the survey overlapped significantly, since respondents were asked to identify areas where they were experiencing challenges and would benefit from learning from other WSE Member Countries, areas where they saw potential development, and whether the specific country had goals they would like to achieve over the next few years.

In many cases, responses were intertwined and even mentioned as both a challenge and a goal for the specific country e.g. to focus on diversity, or to focus on diversity or combat prejudices around TVET. Since they were perceived as both challenges and goals, the summaries from Q32-34 are combined. Areas identified by more than one third of Member Countries are mentioned below:



There was a significant focus on the potential to learn from fellow Member Countries, especially sharing best practice in organising events, such as the national skills final event, how to engage Sponsors and create partnerships, and securing funding on a longer-term basis. One third of Member Countries mentioned their goal of expanding the number of skills while maintaining high standards.



The most frequently mentioned potential development opportunities were to develop and train Experts more efficiently, and secondly to increase international participation.



The most frequently mentioned goal for half of Member Countries in the coming years was to increase awareness and positive attitudes towards VET.

For more detailed information on the challenges, potential developments, and goals of individual Member Countries, readers are invited to review each Member Country's two-page overview in this report.

FUTURE WORK

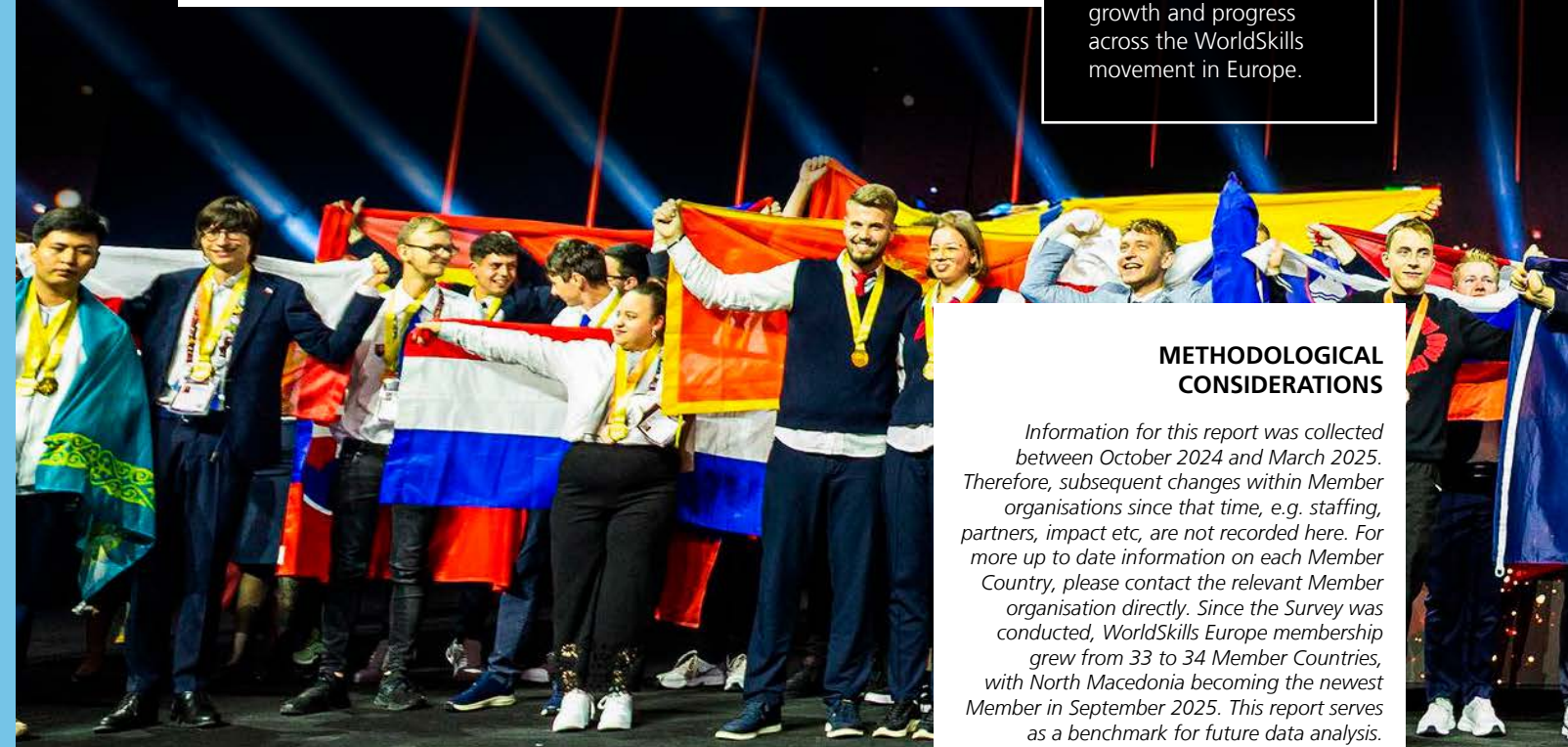
WorldSkills Europe plans to convene a data collection best practice workshop in the margins of WorldSkills Europe General Assembly Helsinki 2026 (June 2026) for Member Countries and Sponsors/Partners.

As part of the implementation of WorldSkills Europe Strategy 2030, the WorldSkills Europe Secretariat will continue to explore opportunities to encourage and facilitate Member collaboration.

The data collected for this report will serve as a benchmark for future Member surveys which we anticipate will take place every two to three years to help measure growth and progress across the WorldSkills movement in Europe.

METHODOLOGICAL CONSIDERATIONS

Information for this report was collected between October 2024 and March 2025. Therefore, subsequent changes within Member organisations since that time, e.g. staffing, partners, impact etc, are not recorded here. For more up to date information on each Member Country, please contact the relevant Member organisation directly. Since the Survey was conducted, WorldSkills Europe membership grew from 33 to 34 Member Countries, with North Macedonia becoming the newest Member in September 2025. This report serves as a benchmark for future data analysis.





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