



worldskills
São Paulo 2015

Presented by

SAMSUNG

WORLDSKILLS

2015 ANNUAL REPORT

ORGANIZATIONAL STATEMENT

VISION:

Improving our world
with the power of skills.

MISSION:

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

POSITION:

The global hub for skills
excellence and development.

PRESIDENT'S REPORT



WorldSkills saw an incredible year of growth and success. Our 43rd WorldSkills Competition was held in São Paulo, Brazil, and marked a new chapter in WorldSkills history. Both the Opening and Closing Ceremonies were held at Ibirapuera Gymnasium which was transformed into a world-class celebration of the power of skills.

We proudly welcomed Israel, Costa Rica, and Palestine this year as the newest Members to the WorldSkills family — bringing the total number of Members to 75. We look forward to working with them and to continue to expand our reach globally to ensure that together we are improving our world with the power of skills. We are heavily focused on building the WorldSkills movement and this is indeed an exciting time for WorldSkills.

WorldSkills São Paulo 2015 was our largest competition ever, and saw 62 Member countries and regions actively participating — including 1,189 Competitors, and 259,000 visitors over the four days. The competition included many exciting initiatives, including the WorldSkills Village, which featured uniquely designed booths and exhibition stands, reflecting the international diversity and depth of the WorldSkills community.

I had the wonderful opportunity to officially launch the WorldSkills Champions Trust during WorldSkills São Paulo 2015. We have a number of new Champion representatives who are eager to raise levels of engagement amongst WorldSkills Champions, and promote active involvement in WorldSkills.

The WorldSkills Foundation has continued to deliver some fantastic projects which assist communities and societies throughout the world. At WorldSkills São Paulo 2015, the Foundation worked collaboratively on a cross-skill competition between Graphic Design Technology and Web Design, to design and produce a logo/emblem and poster for the Community Plumbing Challenge. The event was then held 2–5 November 2015 in the ancient city of Nashik, India — with the aim to upgrade and renovate the washing and toilet facilities at a municipal school where children don't have a reliable water supply or proper facilities.

A New Look at Skills was another initiative developed for WorldSkills São Paulo 2015. The project saw Autodesk work with local students and teachers to create new ways to deliver an enhanced visitor and online experience, and understanding of skills, by using 3D technology. The initiative proved very successful and created the most interactive visitor experience yet.

I would like to thank all the volunteers, stakeholders, partners, Experts, Delegates, Members, Secretariat, WorldSkills São Paulo staff, and Board members for their tireless efforts in contributing to what was our most successful competition to date. Your work towards building WorldSkills as the global hub for skills excellence is greatly appreciated.

Simon Bartley — President of WorldSkills

CEO'S REPORT



WorldSkills São Paulo 2015 was the highlight of the year for our organization. The competition was the largest in WorldSkills history and an enormous success. It was the first time ever that a WorldSkills Competition was held in Latin America.

In the lead up to WorldSkills São Paulo 2015, our organization proudly joined hands with the United Nations to celebrate the first World Youth Skills Day on 15 July. To raise awareness of the importance of skill excellence as a means of positive change, this day will grow in significance and impact in the years ahead. WorldSkills held an open contest in which individuals were asked to highlight how they improve the world with the power of skills. This clearly showed not just the diversity and importance of skills, but the great pride that skilled workers have in what they do and contribute.

WorldSkills continues the development of our six focus areas (Career Building, Promoting Skills, Education and Training, Skills Competitions, Research, and International Cooperation and Development). Not only are our competitions a unique opportunity to promote and showcase skills excellence — they provide a forum for leaders in industry, government, and education to come together and discuss key issues.

The WorldSkills Conference Programme included representatives from industry, government, education, and organizations such as UNESCO, UNIDO, ILO, OECD, World Bank, and the European Commission. People from around the world were able to share their insight and knowledge of best practices, address the skills challenges of the future, and build connections with like-minded supporters of the WorldSkills movement.

The WorldSkills Digital Challenge was a ground-breaking initiative that aimed to solve emerging issues faced by Brazilian non-governmental organizations (NGOs) and demonstrate the power of IT related skills. Top Brazilian technologists and WorldSkills Champions worked together in this hackathon-style event run alongside WorldSkills São Paulo 2015. The real impact is reflected by how the NGOs have made the best use of their experience and solutions provided to them after the event. All five NGOs have continued to develop applications, platforms, and prototypes targeting youth, health, disability, and economic independence challenges.

We continue our journey of improving the competition experience and the value of our competitions, with a great deal of effort focused towards refining the WorldSkills Standards Specifications — these specifications reflect the global occupations and work roles that are represented in the WorldSkills Competition. The specifications are an exceptional way to promote global standards and excellence.

Congratulations to WorldSkills São Paulo 2015 and SENAI for your tremendous efforts of organizing our most successful competition yet. I would also like to thank our WorldSkills community: Member organizations (Delegates, Experts, Team Leaders, Competitors, and supporters), sponsors, partners, staff, and volunteers for all of your dedication, hard work, and commitment.

David Hoey — CEO of WorldSkills International

BOARD OF DIRECTORS 2015



Simon Bartley
(United Kingdom)
President



Jos de Goey
(Netherlands)
Vice President for Strategic Affairs and Chair of the Strategy Committee



Stefan Praschl
(Austria)
Vice President for Competitions and Chair of the Competitions Committee



San-Quei Lin
(Chinese Taipei)
Vice President for Special Affairs



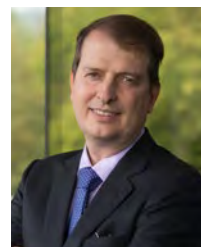
Laurence Gates
(France)
Vice Chair of the Strategy Committee
(began term in August 2015)



Michael Fung
(Hong Kong, China)
Vice Chair of the Competitions Committee



Terry Cooke
(Canada)
Treasurer



Rafael Lucchesi
(Brazil)
Ex officio WorldSkills São Paulo 2015
(in office until August 2015)



Ali Al Marzouqi
(United Arab Emirates)
Ex officio WorldSkills Abu Dhabi 2017

KEY EVENTS



14–19
April

WorldSkills Oceania
Hamilton, New Zealand

26–30
April

ASEAN Organizing Committee Meeting
Melaka, Malaysia

20–21
May

WorldSkills Europe General Assembly
Helsinki, Finland

15
July

World Youth Skills Day
Worldwide

12–15
August

WorldSkills São Paulo 2015
São Paulo, Brazil

CONFERENCE PROGRAMME 2015



Over 1,800 participants gathered to discuss skills excellence and development as part of the WorldSkills Conference Programme 2015.

WorldSkills was pleased to partner with the Inter-Agency Group on Technical and Vocational Education and Training for the first day of conference sessions. Borhene Chakroun, UNESCO, opened the conference with a keynote presentation. He was followed by a panel which addressed three main dimensions: why skills for work and entrepreneurship are important to the post-2015 agenda; what are the key inter-relationships between skills and key development sectors; which skills development strategies, policies and programmes, and what forms of work-based learning, including apprenticeships, are most effective in addressing the economic, social, environmental, and political priorities of the new sustainable development agenda.

Another highlight of the WorldSkills Conference Programme was the International Ministers Conference on 21st century initiatives to foster technical and vocational education. To end the session Renato Janine Ribeiro, Minister

of Education of Brazil, Jet Bussemaker, Minister of Education, Culture, and Science of the Netherlands, Alexander Klimov, Deputy Minister of Education and Science of Russian Federation, and Jong Kil Park, Director General, Ministry of Employment and Labour of South Korea signed an open letter to address global challenges in youth employability and development and competitiveness in the development agenda beyond 2015.

Attendees also had the opportunity to visit local SENAI schools and industry organization pairs. Industry organizations included Mercedes Benz, Lincoln Electric, Voith Hydro, Deere-Hitachi, Bosch, and Nestlé. These tours demonstrated SENAI's educational structure and their connectedness to the industries around them.



LEADERS FORUM 2015



On 13 August, over 400 stakeholders in Vocational Education and Training (VET) from around the world participated in the WorldSkills Leaders Forum.

The forum was divided in two parts followed by a luncheon. In the first half, participants heard from Futurist and Trends Expert Jim Carroll. The second half, moderated by Steph McGovern of the BBC, saw representatives of the WorldSkills Champions Trust (WSCT) join Carroll onstage for a panel discussion.

During Mr Carroll's presentation, he shared some of the trends he sees as emerging in the next 10-20 years — urban farming, internet of things, rapid digitization and changing workforce behaviours. With these trends he shared how skilled careers will impact and be impacted.

The panel discussion explored how representatives of WSCT have been impacted in their careers by changing trends and how they adopt to the rapid change around them. Members of the panel agreed that with today's increase in connectivity we have a responsibility to share our knowledge and experiences to help everyone stay relevant amongst these changing trends. Ricardo Vivian commented, "That's what makes the world grow."



CHAMPIONS TRUST 2015



The WorldSkills Champions Trust (WSCT) project proposal was presented to the General Assembly in 2014 by participants of the WorldSkills Champions Forum 2014. The six Champions selected to be part of the formation group spent the months leading up to WorldSkills São Paulo 2015 finalizing the details of how WSCT will work.

Officially launched during the WorldSkills São Paulo 2015, Simon Bartley thanked each of the Champions for their commitment to launching WSCT. Following WorldSkills São Paulo 2015, four of the original Champions stepped down and allowed for seven new representatives to be appointed. Applications were received from many eager Champions ready to commit to the next two-year term. New representatives are:

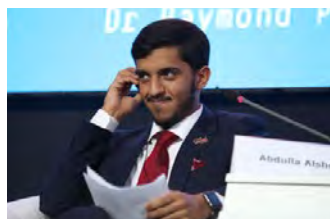
- Jenica Branscombe (Beauty Therapy, WSC2011, Canada)
- Barthélémy Deutsch (Restaurant Service, WSC2013, Belgium)
- Anna Prokopenya (Pâtisserie and Confectionery, WSC2015, Russia)
- Chirag Goel (Web Design, WSC2015, India)
- Gary Condon (Plastering and Drywall Systems, WSC2011, Ireland)
- Rachel Chua (Caring, WSC2011, Singapore)

- Tayla Schou (Cooking, WSC2015, South Africa)

Successful applicants join returning Champions Ricardo Vivian, Brazil, and Victor Simon, France, to help further Champion engagement and develop projects and initiatives to improve the world through the power of skills.

WorldSkills would like to thank WSCT representatives from the formation group — who have stepped down, for all of their hard work and dedication to the project:

- Katie Wright (Beauty Therapy, WSC2013, United Kingdom)
- Lucq Post (Landscape Gardening, WSC2013, Netherlands)
- Sufyan Zainalabidin (Mech. Eng. CADD, WSC2007, Singapore)
- Abdulla Alshehhi (Aircraft Maintenance, WSC2013, United Arab Emirates)



TECHNICAL REPORT FOR SÃO PAULO

The 43rd WorldSkills Competition held in São Paulo, Brazil from 11 to 16 August 2015 was the largest WorldSkills Competition ever.

There were 1,189 Competitors representing 59 Member countries and regions who participated in 50 skills competitions. This is a 19% growth over WorldSkills Leipzig 2013. There were more than 3,570 accredited delegates and participants in total and more than 259,000 visitors over the four days of competition.

WorldSkills São Paulo 2015 was held at Anhembi Park and occupied 213,000 m² of space including 100,000 m² in purpose-built tents and 113,000 m² of indoor exhibition space. The event occupied the entire venue, making it one of the largest events held at the complex.

The skills competitions enabled some significant technical improvements such as the implementation of the WorldSkills Standards Specifications in all skill competitions, and improved assessment design and practice. Each of these formed a firm basis for making the transition from competence to identifying excellence.

WorldSkills International would like to give special recognition to the entire WorldSkills São Paulo 2015 Organizing Committee, as well as all the Experts, Delegates, Team Leaders, Champions, volunteers, and partners for their contribution to the execution of such an excellent competition.

ONE SCHOOL ONE COUNTRY

One School One Country was officially launched as part of Competition Preparation Week.

One teacher and a few students from each participating school exchanged flags with the Technical Delegate for each Member participating in the programme. A total of 56 São Paulo schools, over 10,000 local students, and 1,120 coordinators and educators took part in the programme. Over 1,100 Competitors visited the schools on 11

August. During this visit they experienced what a school day looks like for a Brazilian student. They shared stories of their own countries and regions in a cultural exchange that will leave lasting memories.

We would like to thank all the students, educators, and schools for participating in the programme.



STATISTICS

WORLDSKILLS SÃO PAULO 2015

TWITTER IMPRESSIONS

366,436,720



WORLDSKILLS APP DOWNLOADS

COUNTRY AND REGION PARTICIPATION



VISITORS



259,000

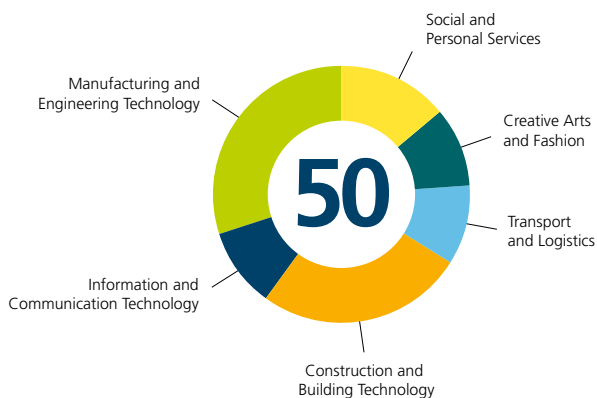
COMPETITORS



worldskills
São Paulo 2015

213,000 m²

VENUE SIZE



SKILL COMPETITIONS



CLOSING CEREMONY VIEWERS STREAMING LIVE ONLINE



A CÔTE D'IVOIRE NATIONAL SKILLS COMPETITION



Following the success and impact from the first national skills competition held in 2014, WorldSkills Foundation continued to support the second Ivorian national skills competition in Bouake in 2015 where more Competitors, schools, and skills were included.

Together with UNIDO and WorldSkills France, a total of 30 Competitors from 23 schools have had the opportunity,

for the first time in their lives, to compete nationally in skills such as Bricklaying, Welding, Carpentry, Electrical Installation, and Plumbing and Heating.

Since 2014, more than 1,000 young visitors and students have witnessed and been inspired by the WorldSkills spirit from these events.

B A NEW LOOK AT SKILLS AT WORLDSKILLS SÃO PAULO 2015



Working with Autodesk, WorldSkills Foundation brought a new level of visitor experience and skills interpretation by providing 3D animations and creative videos to WorldSkills São Paulo 2015.

All 3D designs were created by Autodesk student experts from São Paulo as an educational opportunity. The excellent work from these young professionals

helped better explain 27 skill competitions and Test Projects that the Competitors faced during the Competition.

A New Look at Skills provided an innovative way of communicating to the general public and offered a substantial online free resource for Members and educators.

C WORLDSKILLS DIGITAL CHALLENGE



Launched at WorldSkills São Paulo 2015, WorldSkills Champions worked with Brazilian technologists on IT solutions for emerging issues faced by Brazilian NGOs and promoted the power of IT related skills.

The Challenge was a hackathon-style event which was also supported by Microsoft and Google who provided their developers as mentors. The teams tackled issues of recycling and social

development, blood donation awareness, opportunities for youth, cancer patient support, and games for children with multiple disabilities.

The true impact arose when the NGOs had the opportunity and resource to further develop the IT solutions presented to them. More connections and donors came as the result of their participation at the Challenge.

D WORLDSKILLS LISTEN UP



Together with 3M, DMDL, and SENAI, the initiative took place alongside WorldSkills São Paulo 2015 to increase awareness and promote the importance of hearing protection to youth.

Thousands of young adults and school children enjoyed the 3D animation and learned in multi-sensory terms how incredibly loud our daily life might be.

As a part of the campaign, 1,189 Competitors received 3M earplugs with an exclusive WorldSkills-themed design by Ricardo Vivian — a WorldSkills Champion from Brazil.

E COMMUNITY PLUMBING CHALLENGE



Community Plumbing Challenge was an initiative which took place in Nashik, India.

Four international teams — Australia, Basque Country (Spain), India, and United States of America — brought in young professionals who were specialized in plumbing, engineering, construction, and design to deliver solutions for sanitation issues directly in a local municipal school — School 125.

The team upgraded and renovated the washing and toilet facilities as well as delivered lessons and designed games about the importance of clean water and hand-washing for the students who were among the poorest in the area. This great initiative was a result of the partnership with Healthabitat, International Association of Plumbing and Mechanical Officials, World Plumbing Council, and Indian Plumbing Association.

WORLDSKILLS INTERNATIONAL GLOBAL PARTNERS



3M

Richard Miles
European Sustainability Director

3M's involvement with WorldSkills goes from strength to strength.

The diversity and globality of the WorldSkills organization matches beautifully with the diversity and global reach of 3M. This synergy will continue to enrich our partnership through 2016 and into 2017 leading up to the WorldSkills Abu Dhabi 2017.

The enthusiasm of the broad WorldSkills family is infectious!

Increased collaboration with the best skilled young people on a global basis reinforces our global direction for "Applying science to life."

Keep up the great work you are doing!



American Welding Society

Ray Shook
Executive Director

In our first year of partnership with WorldSkills, the American Welding Society was able to see and experience first-hand the constructive impact made on young people's lives and careers. It's great to see the excitement and passion for the skilled trades, especially welding. Together, we will continue to move the industry forward and inspire new generations.

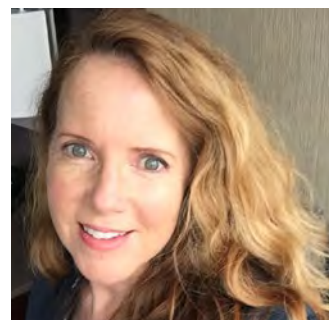
The American Welding Society is excited about the positive contributions that will be made at the upcoming WorldSkills Abu Dhabi Competition in 2017!



Autodesk

Matthew Bell
*Global Strategic
Partnerships Manager*

Autodesk is extremely proud to have again partnered with WorldSkills to help young people around the world to image, design, and create a better world. This year has not only enabled Autodesk to engage WorldSkills Competitors in the use of its cutting edge design software, but through collaborations with WorldSkills Foundation, WorldSkills São Paulo 2015, SENAI, and fellow Global Partner, IAPMO, we have been able to see a positive impact to the visitor experience through projects such as A New Look at Skills during WorldSkills São Paulo 2015, as well as life changing projects in India that truly show the power of skills.



Cisco Systems, Inc.

Kathy Mulvany
Vice President, Corporate Affairs

Digitization is creating unprecedented opportunities that will benefit people, society, and the planet. Cisco is focused on educational initiatives that provide young people with the employable IT skills needed to be a global problem solver in a digital world.

Proud Global
Partners of
WorldSkills



Festo Didactic SE

Dr Nader Imani
Head of Business Field Education

Skills based education represents a solid foundation for economies to create wealth for citizens. WorldSkills remains the most prominent organization to advocate skills, shaping jobs for today, and the future global economy. For almost three decades, Festo Didactic has been proud to support WorldSkills communities and innovate with skills for a better education.



Fluke Corporation

Wes Pringle
President

As a Global Industry Partner of WorldSkills International — Fluke Corporation benefits from the opportunity to participate in a workforce initiative that is much bigger and more impactful than what an individual brand can achieve. We value the consistency that occurs as WorldSkills standards are adopted by an increasingly large number of countries and regions, as well as the chance as a WorldSkills International partner to directly assist those countries and regions, and their institutes.



Lincoln Electric

Chris Mapes
Chairman, President, and CEO

Lincoln Electric values our WorldSkills International relationship because they are effective in fostering career pathways in trade skills and continue to offer educational growth opportunities for our organization. WorldSkills São Paulo 2015 provided an excellent opportunity to meet and collaborate with prominent international education leaders on critical skills development and we look forward to WorldSkills Abu Dhabi 2017 where we hope to continue to leverage our WorldSkills relationship as part of our education growth strategy.



Saint-Gobain

Sylvain Bredin
International Marketing Director

Much has been achieved in recent years in terms of skills development for Saint-Gobain — particularly in fast growth markets. However, we still need to promote plaster and plasterboard related skills and develop education and training programmes. Working with the WorldSkills Members in partnership is mutually rewarding and we are looking forward to WorldSkills Abu Dhabi 2017.



Samsung Electronics

Dr Ji Oh Song
Executive Vice President and Senior Advisor for Samsung Electronics

Samsung has been supporting young professionals' dreams and hopes through skills excellence by participating in the WorldSkills movement since 2007. We are very happy to sponsor WorldSkills São Paulo 2015 and we hope all WorldSkills Champions will be good role models for young students in their countries and regions.



Siemens AG

Ralf-Michael Franke
Chief Executive Officer — Factory Automation

WorldSkills São Paulo 2015 was the greatest WorldSkills Competition ever held and for the first time in Latin America. I am sure that the next WorldSkills Competition in Abu Dhabi, due to its geographical proximity, will make it much easier for African countries to participate and benchmark their vocational skill initiatives. For Siemens — WorldSkills and its international and regional competitions are the vocational skills dissemination motor of the world.



Stanley Black & Decker

Tim Perra
Vice President, Communications

This year was tremendous for our partnership with WorldSkills at their largest global competition to date. Through this partnership, we were able to reach 250,000 visitors and more than 1,000 Competitors from nearly 60 countries and regions.

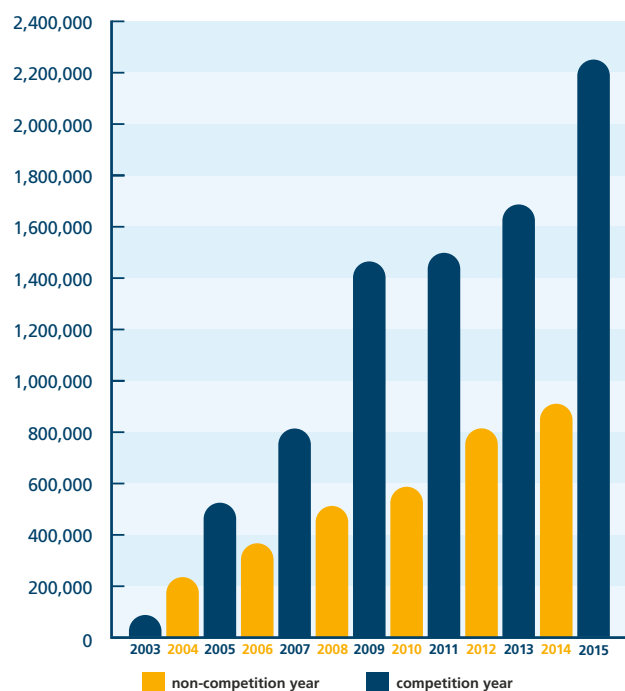
Each year, we continue to be amazed at the level of talent in each Competitor, and at the magnificent job WorldSkills does in hosting them. WorldSkills is our chance to put the world's best tools into the hands of the world's best Competitors, and we look forward to the continued growth of this impactful organization.

WEB STATISTICS

Throughout the year a total of **364,630** unique visitors from **223** countries and regions, speaking **73** different languages made **636,957** visits and viewed **2,233,364** pages on www.worldskills.org. The number of pages viewed was **32%** higher than the previous competition year of 2013.

The top 10 most visited pages included the Member area as the second most popular page, showing that the site is heavily used by Delegates, Experts, Competitors, etc. as part of their competition preparation and as access to competition documentation. There was an increase in traffic in 2015 over the 2013 figures for the Member organizations page (**204.06%**), skill competitions (**261.04%**), results (**169.33%**), and news (**146.10%**).

PAGE VIEWS



YEARLY STATISTICS

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Pages viewed	88,061	237,529	527,584	369,203	816,691	514,843	1,465,065	589,241	1,498,503	816,929	1,688,943	912,464	2,233,364
Average pages viewed per day	241	349	1,1445	1,012	2,238	1,410	4,014	1,619	4,117	2,238	4,627	2,498	6,119
Documents downloaded		15,082	91,239	93,155	161,826	222,464	358,548	212,716	395,502	335,918	697,934	420,697	421,236
Total visits						124,903	296,898	139,065	363,456	225,065	476,162	254,745	636,957
Unique visits						74,860	152,950	86,952	181,205	138,528	245,620	166,301	364,630

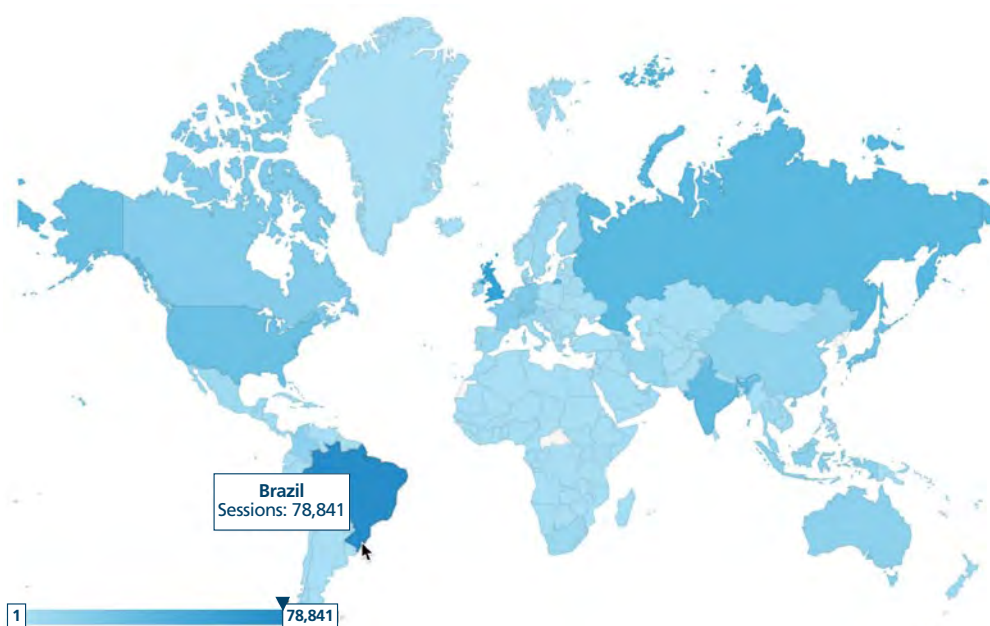
Pages viewed — 2005–2007: Actual pages viewed as tracked by the page id of that particular page from the CMS. 2008–2015: Page views from Google Analytics

Documents downloaded — 2005–2007: As tracked by the document id number in the CMS. 2008–2014: From download logs generated by the document management system. 2015: From download logs generated by the resource service.

Total visits — 2005–2007: No data for www.worldskill.org specifically. 2008–2015: Data from Google Analytics.

Unique visitors — 2005–2007: No data for www.worldskill.org specifically. 2008–2015: Data from Google Analytics

VISITOR DISTRIBUTION



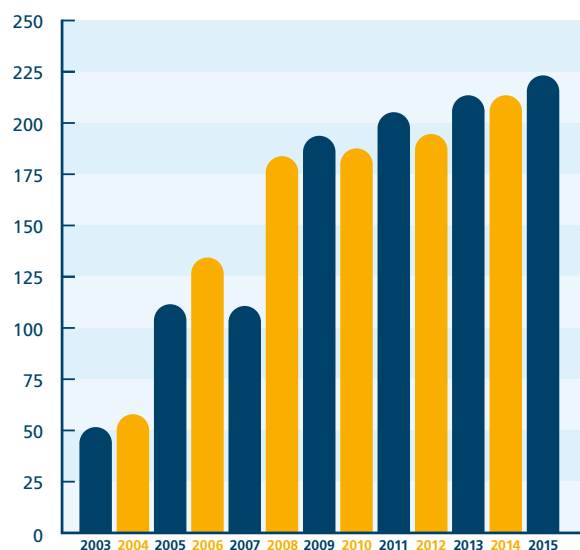
WEBSITE RELAUNCH

When the website was relaunched in the fourth quarter of 2014, it was rebuilt to accommodate the increase in mobile usage which for 2014 was **48,415** visits or **19.04%** of the overall site visits.

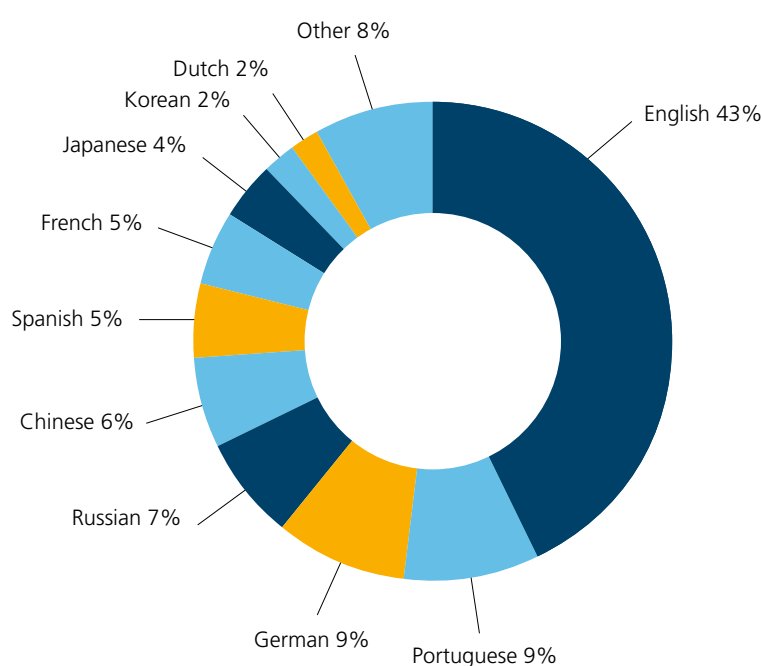
The site was designed to be fully responsive and adapt to mobile and tablet screens. In 2015, **178,093** visits or **28.03%** were made from a mobile or tablet device — with mobile phones accounting for **22.24%**.

VISITORS

(NUMBER OF COUNTRIES AND REGIONS)



VISITS BY LANGUAGE



SOCIAL MEDIA

The reach and engagement of social media cannot be underestimated and requires continued attention from WorldSkills to tell the story of improving the world with the power of skills. Whilst our website remains the focus for information about the organization, and a destination for Members to obtain documentation for competitions, social media brings information direct to the user without the user needing to go to the source.

During the Closing Ceremony WorldSkills announced simultaneously across Facebook, Twitter, and website all of the medallists shortly after they were announced. This process ensured all followers were alerted when the medals were announced.



Facebook continues to be the main platform for WorldSkills social media with a total reach of **5,871,524** people from **341** posts. This reach figure is **922%** higher than the total number of visits to the website. The **168** posts on Twitter resulted in **987,260** impressions, **55%** higher than the number of visits to the website.

These figures are only from posts made by WorldSkills, looking at the mention of “WorldSkills” globally on Twitter over the 10-day period of WorldSkills São Paulo 2015 saw **35,709** tweets registering **366,436,720** impressions. These tweets came not only from people attending the event and various skills organizations around the world, but national media organizations in Brazil, China, Russia, and Colombia, and world leaders including Dmitry Medvedev, Prime Minister of Russia and Dilma Rousseff, President of Brazil.

WELCOME NEW MEMBERS IN 2015

We welcomed three new Members to WorldSkills International in 2015 bringing the total to 75 Member countries and regions.

COUNTRY/REGION	ORGANIZATION
Israel (IL)	WorldSkills Israel
Costa Rica (CR)	Instituto Nacional de Aprendizaje (INA)
Palestine (PS)	Management Team for TVET & Labour Market

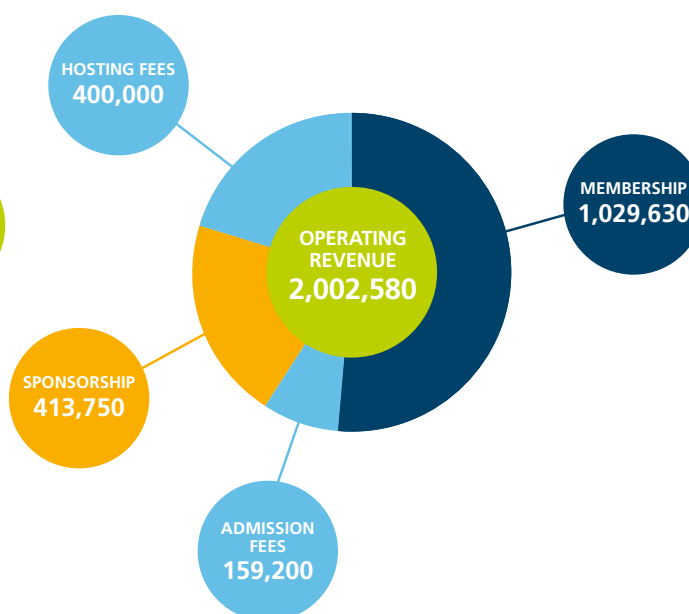
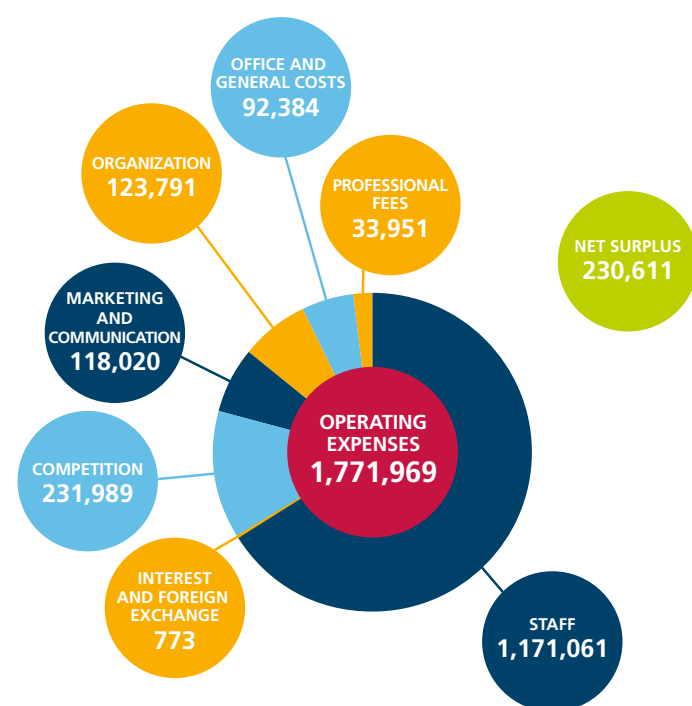
MEMBERS CELEBRATING MILESTONES

The following Members celebrated milestones in their membership of WorldSkills International in 2015:

NUMBER OF YEARS	COUNTRY/REGION
65	Spain
65	Portugal
45	Chinese Taipei
30	New Zealand
25	Canada
25	Norway
25	South Africa
20	South Tyrol, Italy
15	Iran
10	Mexico
5	China

FINANCIAL REPORT

All figures are in euro.



Notes: Figures provided here are taken from the WorldSkills International 2015 audited financial statements. The 2015 audited financial statements were compiled and audited by Baker Tilly Berk N.V. The complete financial report is available on request from the WorldSkills Secretariat.

MEMBER DELEGATES IN 2015

COUNTRY/REGION	OFFICIAL DELEGATE	TECHNICAL DELEGATE
Argentina	Carlos Eyharchet	
Armenia	Tatevik Gasparyan	Lilit Petrosyan
Australia	Mark Callaghan	Brigitte Collins
Austria	Johannes Fraiss	Stefan Praschl
Kingdom of Bahrain	Mohamed Abdulrazzaq Alseddiqui	Mohammed Murtadha Al Farabi
Barbados	Wendy McClean	Paul Puckerin
Belarus	Eduard Kalitski	Olga Dekhtiarenko
Belgium	Francis Hourant	Alina Fleaca
Brazil	Rafael Lucchesi	José Luis Leitão
Brunei Darussalam	Wei Keh Chin	Kiam Boon Lim
Canada	Donavon Elliott	Karine Raymond
Chile	Arsenio Fernandez	Claudia Contreras Gálvez
China	Yulin LV	Fang Yuan
Colombia	Juan Pablo Castro Morales	Yesid Rusinque
Costa Rica	Minor Rodriguez Rodriguez	Maylen Brenes Jimenez
Croatia		
Denmark	Jesper Juul Sørensen	Pia Hegner
Dominican Republic	Rafael Antonio Ovalles Rodriguez	Maura Corporán
Ecuador	Santiago Y. Mendieta	Xavier A. Mendieta
Egypt	Mahmoud El Sherbiny	Mohamed Abdel Shafouk
Estonia	Helen Põllo	Tõnis Avisto
Finland	Seija Rasku	Hannu Immonen
France	Laurence Gates	Thibault Dubus
Georgia	Marina Zhvania	Archil Barbakadze
Germany	Hubert Romer	Franz Schropp
Hong Kong, China	Herman Hui	Simon Tang
Hungary	Balázs Fekete	Tímea Daróczi
Iceland	Björn Ágúst Sigurjónsson	Thor Pálsson
India	Dilip Chenoy	Kanissery Venugopalan
Indonesia	Teguh Widodo	Dyah Kartiningdyah
Iran	Mohammad Hossein Hajiloo	Zahleh Omrani
Ireland	Martin Sneyd	John Twohig
Israel	Rivka Lakritz	Yehuda Calo Livne
South Tyrol, Italy	Gert Lanz	Thomas Pardeller
Jamaica	Wayne Wesley	Nadine Leachman
Japan	Hiroshi Akimoto	Akira Kakimoto
Kazakhstan	Eldana Sadvakassova	Ulan Zharmukhamedov
Korea	Young-bum Park	Byung Ha Kang

Delegates listed as at WSC2015

COUNTRY/REGION	OFFICIAL DELEGATE	TECHNICAL DELEGATE
Kuwait	Hejraf F. Al-Hajraf	Khalid A. Al-Mazrouei
Latvia	Dita Traidas	Inta Ane
Principality of Liechtenstein	Stefan A. Sohrer	Marco Frick
Luxembourg	Jean-Claude Binsfeld	Antonio De Carolis
Macao, China	Chi Hong Wong	Vai Keong Kong
Malaysia	Saripuddin Kasim	Ghalip Spahet
Mexico	Salomón Ceballos	Daniel Nieto Pascalis
Mongolia	Khaliunaa Avirmed	Tungalag Chimid
Morocco	Chihab Sentissi	Soumia Reda
Namibia	Amon Haufiku	Sens Shoolongo
Netherlands	Jos de Goey	Peter van den Berg
New Zealand	Bruce Howat	Malcolm Whinham
Norway	Benedikte Sterner	Elisabeth Lange
Oman	Amal Al Mujaini	Hilal Al Anri
Palestine	Samer Anton Salameh	Anwar Zakaria Hmeidat
Paraguay	Isacio Vallejos	Eleno Agapito Bron Gonzalez
Philippines	Alcestis Guiang	
Portugal	Jorge Gaspar	Armando Carvalho
Russia	Natalia Zolotareva	Pavel Chernykh
Saudi Arabia	Rashed Alzahrani	Saleh Alsenedi
Singapore	Bruce Poh Geok Huat	Iris Seet
South Africa	Raymond Patel	André Vermeulen
Spain	Ángel de Miguel	Soledad Iglesias Jimenez
Sri Lanka	Dharmika Hewapathirana	T. A. Piyasiri
Sweden	Peter Jeppsson	Pontus Slättman
Switzerland	Christine Davatz-Höchner	Rico Cioccarelli
Thailand	Puntrik Smiti	Vacharapong Mukcherd
Chinese Taipei	San-Quei Lin	Ming Shan Chen
Trinidad and Tobago	Steve Arman	Pauline Whiteman
Tunisia	Houcine Debbech	Salah Messaoudi
Turkey	Ismael Ugur	Erhan Girit
United Arab Emirates	Mubarak Al Shamisi	Ali Al Marzouqi
United Kingdom	Peter Lauener	Maureen Evans-Olsen
United States of America	Tim Lawrence	Scott Norman
Venezuela	Ana Boadas	
Vietnam	Duong Duc Lan	Nguyen Chi Truong
Zambia	Bernard Chiwala	Francis Mwape



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