

Guide for Transition from Traditional Skills Competitions to Competitions Based on the WorldSkills Format

1. Introduction

- Purpose of the guide
- Target audience (teachers, school leaders, competition organizers, etc.)
- Benefits of transitioning to WorldSkills-style competitions

2. Understanding the Difference: Traditional vs WorldSkills Format

- Key characteristics of traditional skills competitions
- Key features of WorldSkills format (practical, industry-aligned, competency-based)
- Comparative table: Traditional vs. WorldSkills model

3. Why Make the Transition?

- Addressing limitations of traditional models
- Aligning VET with labour market needs
- Increasing the attractiveness and relevance of VET
- Supporting student motivation and excellence

4. Step-by-Step Transition Framework

4.1. Stage 1: Awareness & Capacity Building

- Engage stakeholders (teachers, principals, companies)
- Training on WS methodology and assessment principles

4.2. Stage 2: Designing WS-style Competitions

- Selecting relevant skills and themes
- Writing test projects (based on industry tasks)
- Designing marking schemes (measurement & judgement)

4.3. Stage 3: Piloting & Implementation

- Organizing pilot competitions at school/regional level
- Assigning roles (chief expert, assessors, technical support)
- Evaluation and documentation

• 4.4. Stage 4: Scaling & Sustainability

- Creating a multi-level competition pathway (school–regional–national)
- Involving companies as co-creators and assessors
- Promoting visibility and stakeholder engagement

5. Case Studies from SkillsComp

- Examples from Romania, Poland, Slovakia, Czech Republic
- Success stories and lessons learned
- How challenges were overcome

6. Templates and Tools

- Test Project template
- Marking Scheme template
- Feedback form
- Assessor role descriptions
- Planning checklist

7. Common Challenges and How to Address Them

- Resistance to change
- Lack of expertise in WS model
- Limited resources or time
- Building trust with industry partners

8. Long-Term Impact and Opportunities

- Linking competitions with curriculum
- Talent identification and career guidance
- Opportunities for international engagement
- Building a local ecosystem of excellence

Annexes

- Glossary of terms
- WorldSkills references & resources
- SkillsComp partner contact points
- Guide adaptation suggestions for other sectors