

The Short Listing and Selection Process for WorldSkills London 2011

Guidance for Partners

Position Statement: November 2009

- To respond to the requirement to give as many young people as possible the opportunity to compete for a place in Team UK at WorldSkills London 2011 there will be two phases of short listing.
- There is a shortfall in eligible and skilled young people identified for the WorldSkills long list through the WorldSkills UK national competition framework. (The target number is 12 from advanced and higher competitions.) The identification of additional potential competitors is led by UK Skills' international competitions team and involves the UK's WorldSkills conservatory leads and training managers/ experts. Their priority is to find all eligible talent from a variety of sources. The inclusion of these young people in either Phase 1 or Phase 2 short listing will be supported by a robust justification. Where possible these young people will also be entered in a WorldSkills UK heat or Final to assess their comparative performance.
- Phase 1 short listing will take place from January to Easter 2010 and will cover all eligible young people whom it has been possible to identify by then through WorldSkills UK competitions.
- Phase 2 short listing will take place up to 5 July 2010. Those long listed for assessment to join the short list will be outstanding performers able to hold their own with the Phase 1 short list.
- A record will be kept of the means by which each long listed person has been identified and invited to compete for a place in the short list.. This will cover all those identified through WorldSkills UK or other means.

Introduction to the guidance

To enable as many young people as possible to be considered for Team UK for WorldSkills London 2011, UK Skills has designed a two phase arrangement

which enables consideration of most national competitors within WorldSkills UK 2009/10. This arrangement is set out below.

Notwithstanding this arrangement it must be appreciated that the earlier a potential competitor has been identified, and the longer that potential competitor has been focused on international competition and performance, the stronger he or she will be. Since the purpose of entering the WorldSkills Competition is to win, advantage will always lie with those who have trained and competed longest and hardest, and who display winning attributes in all respects.

Roles and responsibilities

For regional and national skills competitions an authorised and respected sector body takes the lead in running regional and national competitions, within the framework and quality assurance measures of WorldSkills UK. (Where a sector body is unable, for whatever reason, to act in this way, UK Skills also acts as the lead body until a viable alternative lead body is identified.)

UK Skills takes the lead for all activities associated with the long listing, short listing, training, development and selection of international competitors. In doing this it seeks the engagement and support of its partners, again within its framework and procedures.

Short listing for international competitions

Subject to meeting given performance benchmarks, outstanding performers in WorldSkills UK or equivalent competitions are considered for the WorldSkills long list and assessed for the short list on a competitive basis.

Short listing through other means

For WorldSkills London 2011 the annual skills competitions have not picked up sufficient potential talent. (This means that we have not identified 12 or more outstanding performers from advanced and higher competitions.) Therefore for long listing for international competitions the annual national WorldSkills UK competitions are being supplemented by other measures to identify additional talented and eligible young people. These are being checked against comparable criteria to those emerging from national competitions and if appropriate invited to join the long list and compete for a place in the short list.

Short listing Phase 1: January-April 2010

To assess each contender's performance under pressure and in a consistent manner as early as possible, for WorldSkills 2011 specific short listing activities will be run between January and April 2010. A place on the short list will be offered where

- The technical performance is strong enough
- The ability to withstand pressure is great enough
- The contender's circumstances are favourable
- There are minimal other risk factors.

Following short listing, training guidance or provision will be made according to the available budget.

Short listing Phase 2: July 2010

As soon as practicable after national competition heats or finals there will be a further short listing selection activity which will be embedded in the training and assessment of the Phase 1 short list. Long listed competitors for Phase 2 short listing will be identified on the basis that they demonstrate equivalent skills to those already short listed, and admission to the short list will be through an assessment to verify that they fall within the performance range of the Phase 1 short list.

Short list to squad: January 2010-October 2010

To cope with the transition from the annual WorldSkills UK competition cycle to the international cycle, the available time for induction, training and support between short listing and squad selection will vary from 3 to 9 months. During that time

- the short listed competitors will be inducted into the nature and demands of the WorldSkills process and Competition
- their training manager and the training team will appraise them and draft their training plans
- their training manager will speak with their training provider, employer and family
- subject to budget, at least one week of training and further assessment will be provided
- the squad selection event will be organised.

Due to changes in circumstances, poor performance and decisions to go in different directions typically 15% of short listed competitors are expected to withdraw between short listing and squad selection.

Squad selection: October 2010

Subject to budget, this will be a major event run along WorldSkills lines. It will comprise 3 days of competition, be referenced to the WorldSkills Competition, and designed to refine the short list to those who are serious contenders for WorldSkills medals and medallions for excellence.

At the end of squad selection the judges for each skill (either as a group or through the training manager who is the lead judge) will present their findings and recommendations for moderation. The moderating panel will review all results and recommendations, select the squad and announce the results. The squad will then receive new briefings and updated training plans.

In the normal way a sector representative with technical expertise will be invited to join the moderating panel.

Squad training, monitoring and assessment: March 2010-June 2011

Subject to budget the squad will receive intensive additional training, monitoring and assessment. The ideal is at least the equivalent of 16 weeks full-time equivalent training and assessment between short listing and the WorldSkills Competition.

During this period there will be two assessment milestones: one in December 2010 and one in March 2011. Benchmarks will be set for performance at each of these milestones. Any squad members performing below these benchmarks will have their performance reviewed with the likelihood of their being stood down from the squad.

Team selection: June 2011

Team selection is similar to squad selection except that the test project is pitched at the same standard and duration as a WorldSkills test project. This enables results to be set directly against WorldSkills benchmarks. The judging, moderation and decision-making process is as for squad selection, and in this case determines

- which squad member if any should become a team member
- which squad member if any has sufficient merit and is young enough to be held over for the 2013 long list.

In the normal way a sector representative with technical expertise is invited to join the moderating panel.

WorldSkills Calgary 2009 to WorldSkills London 2011

As expected, a number of strong short listed competitors and squad members have emerged from the 2009 cycle to challenge for a place in the UK Team for WorldSkills London 2011. These are now confirmed members of the long list for 2011, where they will be joined by the strongest talent found through the 2009 and part-2010 WorldSkills UK competitions and trawl.

EuroSkills Lisbon 2010

Contenders for EuroSkills Lisbon 2010 will be identified through the WorldSkills London 2011 process set out here. Participation at EuroSkills Lisbon 2010 will be closely connected to team preparation for WorldSkills London 2011.

Team UK for EuroSkills Lisbon 2010 will be selected during squad selection in October 2010. They will be drawn from a number of sources including past squads and teams for international competitions.

Sector body engagement and mutual support

- Each of the following is a current example of sector partner involvement.
- Membership of the selection panel for training managers/WorldSkills experts by a representative with strong and relevant technical expertise

- recommendations for judges
- recommendations for sponsorship
- provision of sponsorship
- opening doors to suitable training facilities
- generation of employer engagement
- advice and recommendations for the short list based on specific technical expertise
- advice and recommendations for the squad based on specific technical expertise
- advice and recommendations for the team based on specific technical expertise.

With the exception of sponsorship, the engagement is generally most fruitful where the partner has relevant technical expertise. We find that where sector partners are able to identify a link person with a specific technical understanding of the skills associated with the sector, UK Skills then has the means of working with that person to maintain and develop strong partner relations.

(Where a sector representative is invited to attend, one representative only is looked for, that person having relevant technical expertise. The absence of an appropriate representative will not be a reason to cancel or invalidate the proceedings.)

Definitive guidance

To avoid misunderstanding and confusion the following statements should be treated as definitive,

- Phase 1 short listing will take place from January to Easter 2010 and will cover all eligible young people whom it has been possible to identify through WorldSkills UK competitions and other means.
- There is a shortfall in eligible and skilled young people identified for the WorldSkills long list through the WorldSkills UK national competition framework. (The target number is 12.) The identification of additional competitors is led by UK Skills' international competitions team and involves the UK WorldSkills conservatory leads and training managers/ experts. Their priority is to find all eligible talent from a variety of sources. The inclusion of these young people will be supported by a robust justification. Where possible they will also be entered in a WorldSkills UK heat or Final to assess their comparative performance.
- Phase 2 short listing will take place up to 5 July 2010. Those long listed for assessment to join the short list will be outstanding performers able to hold their own with the Phase 1 short list.

- A record will be kept of the means by which each long listed person has been identified and invited to compete for a place in the short list.. This will cover all those identified through WorldSkills UK or other means.

For more information on the UK's WorldSkills training and development process please ask for the published Review of WorldSkills 2009, and the related DVDs.

The key dates for WorldSkills London 2011 will be available in January 2010.

Please see over for a glossary of terms.

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Glossary

Conservatory	the UK's framework for the identification, training, development and selection of international competitors
Long list	those invited to a short listing activity
Short list	long listed competitors invited to join the short list. There will be no more than 6 short listed competitors per potential team place
Short list Phase 1	the short listing activity taking place from January-April 2010
Short list Phase 2	the short listing activity taking place on or before 5 July 2010
Squad	all those short listed competitors who win a place in a squad of not more than 3 per team place
Team	all those squad members who win a place in Team UK.
Training manager	the appointed training manager/WorldSkills expert or training manager/EuroSkills expert
WorldSkills UK	the annual framework and programme for national competitions which acts as the primary source of long listed competitors