



2021 WorldSkills Team Canada Strategic Approach

Developed by: Skills/Compétences Canada Staff
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Vision

Canada leads the world in skill development.

Purpose:

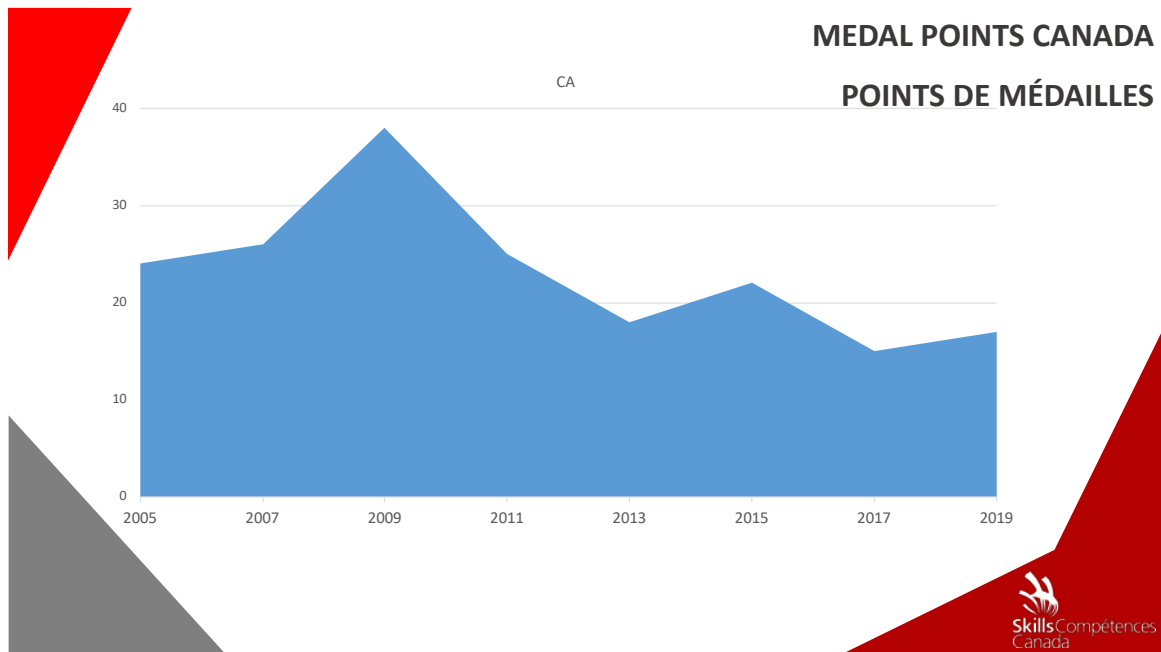
The purpose of this document is to communicate the strategic direction and philosophy of WorldSkills Team Canada 2021. It will also outline the steps that will be taken to better prepare the team for the WorldSkills Competition in China.

SCC's WorldSkills Team Canada Historical Approach:

At the WorldSkills Competition (WSC) in Russia, Skills/Compétences Canada's (SCC) has changed its approach from a "participation" philosophy to a "result" philosophy. We engaged competitors in as many skill areas as possible to participate in the international event.

Canada's Results:

Over the history of the WorldSkills Competition Canada has shown mixed results. We demonstrated some improving results culminating in a country best medal performance in 2009, but note, this was the case for all hosts from 2003 to 2015. We once again saw improvement in our Z-score in 2011 but in 2013 saw a decline in both medal count and Z-score. For the 2015 WorldSkills cycle, we implemented the WorldSkills Canadian Trials to avoid a repeat of the poor performance from 2013. In 2015 we saw a slight recovery in both of these aspects but then saw a decline again in 2017 to a level not seen since 2003. This is shown in the graph below. With little change in performance in 2019 demanded that we continue to perform a review of the TC program.

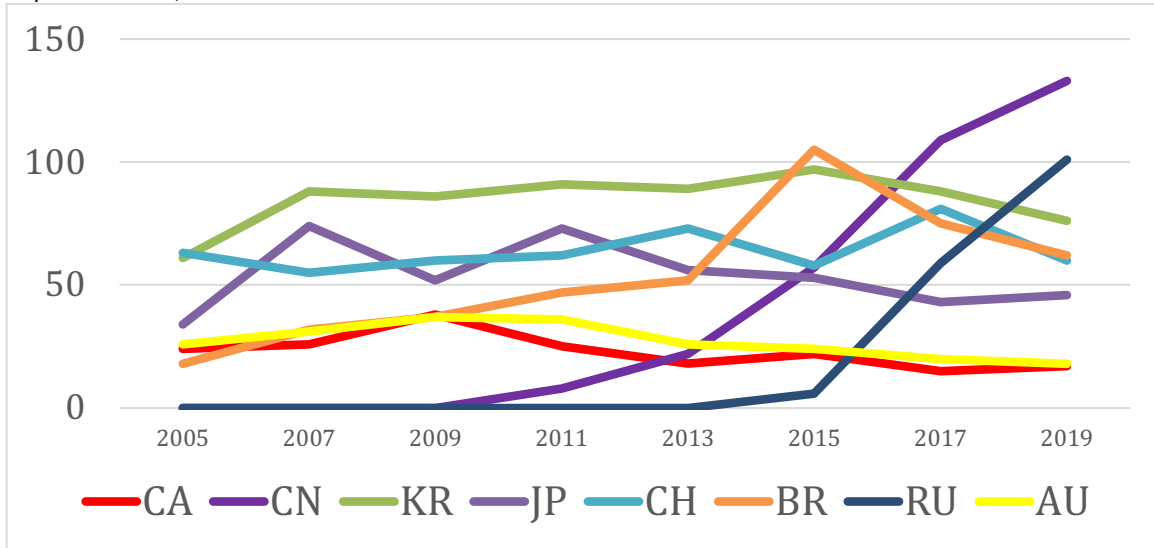


Other Countries Results:

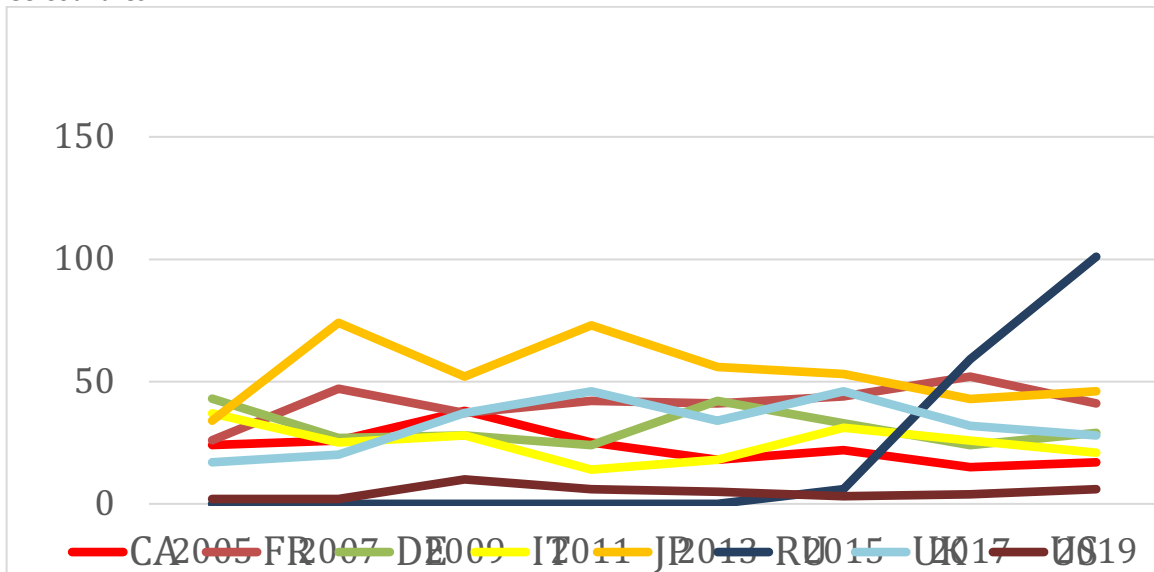
When we compare Canada to other G8 countries results, we see that many have followed a similar performance path as Canada but there are some that have demonstrated constant improvement. One reason is we have seen less success internationally is because of the rise of some newer WorldSkills members This is reflected in the charts below. The improved performance of countries like Russia and China as shown in the charts below is one reason we have seen our results decline but we should not simply accept that.

MEDAL POINTS

Top Performers, CA and AU

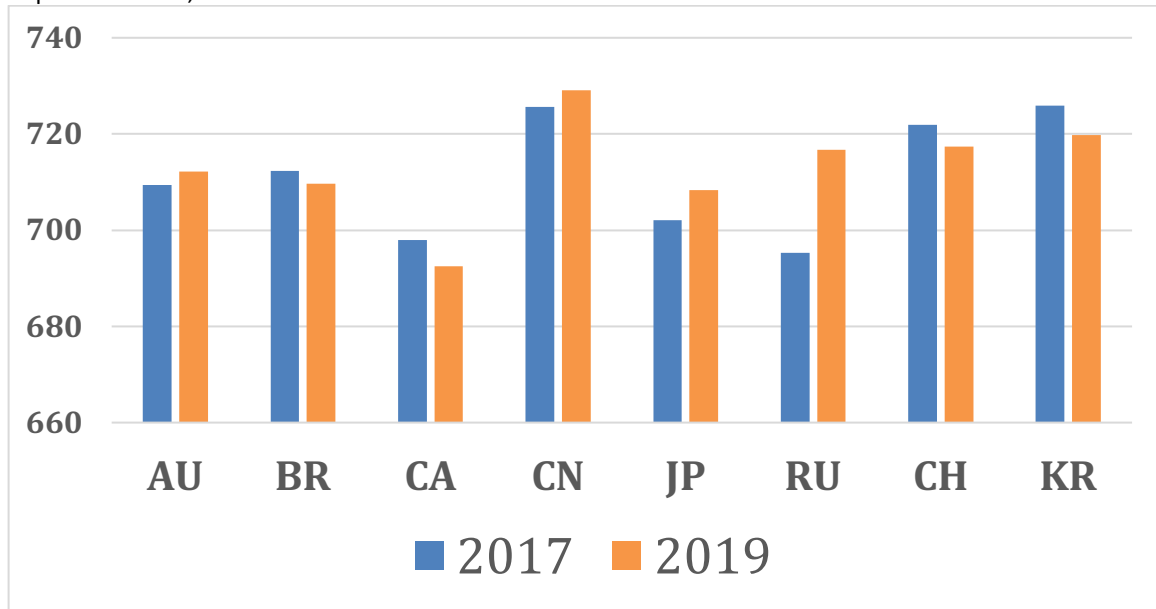


G8 Countries

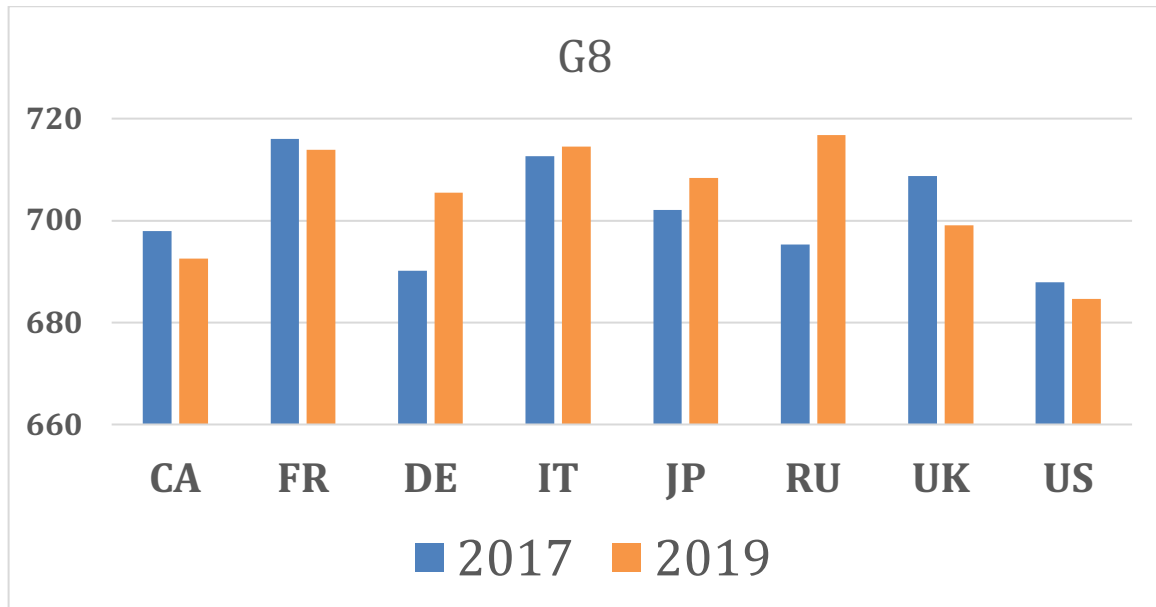


AVERAGE POINTS

Tops Performers, CA and AU



G8 COUNTRIES



New Approach:

When we reference the vision for the organization, declining levels of Canada's performance at the WSC seems misaligned. The vision for the WSC2019 TC program was one based on performance. In order to continue moving in this direction, it demanded that we continue to perform a significant review of the Team Canada program. To do this we hosted a WSTC19 debrief meeting which included our Team Canada Advisory Committee which includes members of our member organization and we also invited some Experts, Trainers, and Team Leaders. We've received great feedback and the two day meetings were very productive and helped us able to build on the SCC's WSTC vision.

Summary of Feedback:

- Everything must be evaluated on a Case by Case basis
- It is difficult to design one policy and approach that will be applicable to all situations
- There should be no hard rule on only medal winners qualifying but we should consider the spread of marks between the two competitors that could be selected as TC prospects. If the range is too large, consider only taking one competitor.
- There should be no hard rule on eliminating an area from WS participation automatically based on poor performance. The contrarian view is that we should become even more engaged in these areas.
- After three consecutive WSC with a competitor performing below the median level an expert may/should be removed.
- All selection events need to be earlier- Minimum 6 months before the WorldSkills event
- A grouping of selection events could be held but not during SCNC
- There should be a mandatory benchmark established even after the selection event has been held
- If a competitor does not make the Canadian Standard, they should be given at least one more chance to achieve this and maybe another depending on the circumstances
- 2 competitors should be part of the selection process, but there must be an appropriate amount of money for training (the financials must work) for this to be effective
- We cannot use mental preparedness as a weighted factor in the selection of the TC competitor at the selection event.
- We should decentralize the mental preparation/pyscho/social program with a focus on winning attitude and determining intrinsic motivation
- Use WSTC 2019 results as the benchmark of where we want each skill area to get to in 2021.

WorldSkills Team Canada 2021 program:

- Competitors will be selected from the SCNC 2020 results. Only age-eligible competitors who are 1st to 4th place in rank will be invited as a prospect on WorldSkills Team Canada (WSTC) 2021.
- If there are no age eligible 1st to 4th place winning, SCC will not send a competitor in this skill at the WSC21.
- May include 1 or 2 competitors in the training cycle depending on the age eligible competitors with the acceptable rank.
- The WSTC selection event will be hosted starting in January to finish no later than the end of February 2021. The selection event will be 2-4 days depending on the skill. SCC will aim to host selection events by sector.
- Zoom meetings will be hosted by sector as early as June 2020 in order to facilitate the beginning of training.
- WSTC21 teams will be invited to attend the SCNC 2021 and Experts will conduct a performance review. A WSTC21 team meeting will be hosted during SCNC 2021 which will include the Competitor team building aspect of the program.
- SCC or SCC Member organizations will meet with competitor's employer and School
- The member organization will play an important part in the mental preparation of their competitor.
- International Training opportunities will be approved as long as it fits in the competitor training budget.

- The training budget will be divided in two cycles. As a prospect (prior to the selection event) and as a competitor (after the selection event). All competitors regardless if there are 1 or 2 prospects in the training cycle, will receive the same amount of training dollars.
- It will be optional for member organizations to manage the training budget for their prospect/competitor. Each MO must follow the SCC guidelines and submit their paperwork to SCC on a monthly basis.