

# Board member election General Assembly 2020

## Candidates

The Board election will be held in the first session of the General Assembly meeting on Tuesday, 13 October 2020.

The candidates for the upcoming Board election are as follows:

### **Treasurer**

- John Oates CA

### **Board member – Competitions**

- Michael Fung HK

### **Board member – Strategic Development**

(Listed alphabetically by Member ISO code)

- Laurence Gates FR
- Ray English IE
- San-Quei Lin TW
- Tim Lawrence US

Because the Nominations Committee and the Board have confirmed that all candidates fulfil the necessary eligibility and suitability requirements for being a Board member, there will only be a vote for the “Board member – Strategic Development” positions (two positions). At the General Assembly meeting, voting Members will be required to select two of the candidates. After counting the total number of votes for each candidate, the top two will be elected as the new Board members.

This document introduces the candidates to you with their responses to a few questions from the Nominations Committee that are relevant to their suitability to the Board position. It is provided in this format to allow all Members to compare each candidate’s responses.

# John Oates CA

## Candidate for Treasurer



### Why have you nominated for this position?

I spent 40 years in the post-secondary vocational education sector in Canada and every day I experienced the power and opportunity that skills training can provide to our young people. I know what it can do for people, both individually and collectively. Skilled workers are the economic backbone of all global economies and I pledge to continue to promote this wherever and whenever possible.

After five years as President of Skills Canada and 16 years on the national Board of Directors, I have extensive knowledge and experience that I can now contribute to the WorldSkills Board. I feel confident in stating that I understand the workload and time commitment for the position of Treasurer. And I certainly accept that without hesitation. I have a passion for WorldSkills and the worldwide skills movement, and I look forward to demonstrating this as WSI Treasurer.

### How will you contribute to the effectiveness of the Board in ensuring the ongoing success of WSI (in meeting its purpose and objectives)?

I have an extensive background in both board governance and finance. I currently sit on five other boards of directors, providing me with comprehensive knowledge of strategic planning, board operations, and good governance policies and procedures. I am an Executive Committee board member of two financial institutions: a \$65 million credit union and an information technology company comprised of 47 credit unions in eastern Canada with combined assets of \$1.25 billion. Also, in my work as a senior manager in the college system in Canada, I was responsible for developing and managing department and campus budgets. In addition, I was President of Skills/Compétences Canada for five years, chairing our national Board of Directors during that time.

### What specific skills, knowledge, and experience do you have that will ensure your contributions support the Board's effectiveness in its governance and leadership responsibilities?

As noted above, I have extensive experience and knowledge related to board governance and leadership. Good governance is the key to success for any organization, especially a volunteer-based organization like WorldSkills. My work with other Boards has provided me with the opportunity to develop expertise in policy development, legal compliance and audit procedures, risk management, and leadership. I have completed all three levels of the Credit Union Director Achievement program as prescribed by the Canadian Credit Union Association, including the following courses: Foundations of Governance, Board Development and Performance Evaluation, Strategy: Planning and Oversight, Risk Oversight, Credit: Policy and Monitoring, Role of the Audit Committee, Enterprise Risk Management, Ethical Decision Making, Financial Red Flags, and Ethical Practices for Directors. In addition, I spent 40 years in the post-secondary vocational education sector in Canada. When I retired in 2014, I was in a senior-level management position with overall responsibility for five college campuses.

### What is your WorldSkills experience and what specifically supports your fit with the Board role you are a candidate for?

I have been a member of the Board of Directors of Skills Canada since 2004 and served as President from 2014 to 2019. For the last five years, I have been Canada's Official Delegate at WorldSkills meetings and events. Prior to that, I was an Official Observer for seven years. I have attended WorldSkills Competitions in 2007 (Shizuoka), 2009 (Calgary), 2011 (London), 2013 (Leipzig), 2015 (São Paulo), 2017 (Abu Dhabi), and 2019 (Kazan). I have also attended a number of General Assemblies, most recently in 2016 in Niagara Falls and 2018 in Amsterdam. I also participated in all strategic development opt-in meetings in 2018, 2019, and 2020 and the face-to-face

meeting in Hong Kong in 2018. I am a passionate supporter of WorldSkills and the significant impact our organization is having on skills development throughout the world.

**What do you believe are the most important strategic development areas for WorldSkills to focus on in the next four years towards Vision 2025? Why? How should WSI's success be measured?**

There are a number of important areas that WorldSkills should focus on in the next four years:

1. **WorldSkills Competitions:** While operating in what may be the “new normal” over the foreseeable future, we must strive to find new ways to ensure the continued reputation and integrity of our hallmark event every two years. We must continue to promote the vital role that skilled professionals play in all countries around the world.
2. **Fiscal Responsibility:** With many countries experiencing financial difficulties and constraints, we must continue to promote WorldSkills and the tremendous return on investment associated with developing highly skilled workers for the future.
3. **Partnership Development:** Now, more than ever, we must continue to develop and nurture new partnerships with business and industry, as well as governments and NGOs throughout the world.
4. **International Development:** We must continue to promote skills development throughout the developing world, especially the African continent. Fostering new partnerships, both within and outside the WorldSkills family, will be key to achieving this goal.

# Michael Fung HK

## Candidate for Board member – Competitions



### Why have you nominated for this position?

I am fully committed to contribute to the development and further success of WorldSkills International. I have been working hand in hand with the WSI Board, Delegates, Experts, CEO, Secretariat, and Member countries and regions to realize the full WorldSkills potential for a long time. I am determined to continue my contributions to the WorldSkills big family.

WorldSkills International (WSI) has been growing rapidly to 84 Members today. I have participated in WorldSkills Competitions over 24 years serving from Expert, Technical Delegate, Jury President Team Leader, Board member, and Vice Chair of the Competitions Committee. I have multi-faceted knowledge of competitions and have witnessed the changes of WSI in all aspects, particularly in the competitions. There have been many significant developments in WSI in the past years. With such a rapid growth, there are new challenges that WSI and its Members must face. In view of this, I am motivated and committed to continue serving as a strong linkage of Competitions Committee to the Board. Should I be re-elected, I shall contribute to the Board's effectiveness in strong governance and leadership in respect of the competitions, strategic development, and sustainability of WSI.

I am nominated by WorldSkills Hong Kong and have their full support to stand for the position of Board member representing the Competitions Committee.

### How will you contribute to the effectiveness of the Board in ensuring the ongoing success of WSI (in meeting its purpose and objectives)?

I am a proactive, dynamic, industrious, highly reliable and capable leader with over 40 years of vocational education and training leadership. Through my long service with WSI and good connections with WorldSkills Members, I shall continue to render support to Members, particularly in the post pandemic period. I shall listen to Delegates through various channels including the Competitions Committee, Working Groups, etc. and reflect the suggestions of Delegates to the Board so that we could formulate appropriate plans and policies for the development of the WSI.

During the current period as a Board member, I have demonstrated my capabilities in the position. I have participated in all meetings and contributed valuable ideas in the discussions. By pooling the wisdom of Delegates and Board members, we have drawn up Vision 2025. Also, through Stefan's and my leadership, the Competitions Committee has improved the management structure, fairness, and quality of the Competitions. Upon my successful re-election, I shall continue to contribute to the Board as in the past and devote more time and efforts in my role as Board member.

I shall work jointly with all Board members to ensure the corporate governance of WSI through the Board. We shall lead WSI into a new era of success and become a more influential and effective international organization for the benefit of all Member countries and regions.

### What specific skills, knowledge, and experience do you have that will ensure your contributions support the Board's effectiveness in its governance and leadership responsibilities?

I am fluent in English with excellent communication skills. I appreciate and respect the cultures of Delegates, Experts, partners, and peers. I am proactive and able to perform well in multi-national working environment. I have successfully built up excellent relationships and trusts among the Delegates of WSI. I am fully capable of

managing and motivating team members to handle difficult projects and tasks and able to maintain high morale in the team.

I hold a doctoral degree in Business Administration and a master's degree in Engineering Management. The knowledge and skills acquired on business management, manpower development, streamlining, optimization, scheduling, quality assurance, process reengineering, and project and programme management could be useful tools for me to contribute to WSI's operation and Competitions. Coupled with industrial experiences and service with WSI, I have a thorough understanding of the whole competition processes, flows, details, and critical factors of success.

As a Board member since 2013, other than the Competitions, I also actively involved in the strategic development of WSI through my participation in the Board, Strategic Development Committee, and related Working Groups. I have actively participated and contributed ideas in drawing up Vision 2025 for WSI.

### **What is your WorldSkills experience and what specifically supports your fit with the Board role you are a candidate for?**

I have been with WorldSkills since 1997 as an Expert of the Fashion Technology skill. When Hong Kong hosted the General Assembly (GA) of WorldSkills in 2004, I led the Hosting Team on all logistic and supports to the WorldSkills Delegates and Secretariat. The GA was very successful, and the professionalism, hospitality, and dedications of the Hong Kong Hosting Team were commended by all Member countries and regions. I became the Technical Delegate of Hong Kong, China in 2005 and have been an active member of the Technical Committee and the other Working Groups of WSI. I also served as the Jury President (JP) of several skills in Helsinki 2005 and Shizuoka 2007. I was the Jury President Team Leader (JPTL) in Calgary 2009 and London 2011.

I was elected as a Board member and Vice Chair of the Competitions Committee and have led four WorldSkills Competitions successfully jointly with Mr Stefan Praschl, Chair of the Competitions Committee from 2013 to 2019.

### **What do you believe are the most important strategic development areas for WorldSkills to focus on in the next four years towards Vision 2025? Why? How should WSI's success be measured?**

WorldSkills should continue to demonstrate excellence in skills and be the leading organization driving the skills of the World: using WorldSkills Competitions to help showcase excellence, demonstrate the power of the WorldSkills standards, and continually raising global benchmarks. We should help Members improve their standards and to improve skills levels and opportunities for young people and their countries and regions globally. In view of the above, the most important strategic development areas for WorldSkills to focus on in the next four years towards Vision 2025 are: Skill Competitions, Promoting Skills, International Cooperation, and Career Building.

**Competitions** provide the opportunity to promote skills, showcase skills standards and careers, demonstrate benchmarks of excellence in teaching and learning, and help persuade countries and regions, organizations, and individuals to invest more in skills development. WorldSkills must do more in **promoting skills**, to highlight the contribution of skills, the effectiveness of skills standards, the importance of high quality teaching and learning, and the value of competitions to help all countries and regions, employers, and individuals understand the value of VET for opportunity and growth. WorldSkills should continue to help Members, particularly new Members through **international cooperation and development**. More capacity building centres should be set up and with a focus on Members from Africa and new Members from less developed regions. To expand **career building**, WorldSkills should help create, develop, and promote an international framework of career paths for young people across all industry sectors that could be tailored and adapted to meet the needs of countries and regions at different phases of economic development and growth. The success of WSI is measured by Members' satisfaction, sustainability, and development in skills.

# Laurence Gates FR

## Candidate for Board member – Strategic Development



### Why have you nominated for this position?

I joined the Board in an official capacity after WorldSkills São Paulo 2015.

During this mandate, together with the President and the other Board members, I worked on aspects of our governance, and especially on our Code of Ethics and Conduct. I took on the oversight of the WorldSkills Conference and Conference Coalition, helping to increase the reach of our Competition, and am currently working on an online assessment standard review project for WSI to be used to build up our current and future Members, and hopefully also our capacity building centres.

I also led on WorldSkills joining the United Nations HeForShe campaign, to start a reflection on how to increase the percentage of female Competitors in our competitions.

Finally, if it was necessary to add another reason, having contributed to further develop the WorldSkills Movement during my four years on the Board, I am even more motivated for a second term, in particular as I have the support of the entire Board of Directors of WorldSkills France and am looking forward to WorldSkills Lyon 2023!

### How will you contribute to the effectiveness of the Board in ensuring the ongoing success of WSI (in meeting its purpose and objectives)?

I hope the Members will allow me to finish the work I started on building up our Conference and the online assessment standards. In the troubled times we are living in with the outbreak of COVID-19, I will work to ensure that our activities can continue and WorldSkills is recognized as a contributor to the skills-based recovery the global economy needs.

I would also like to contribute to the legacy Jos de Goey intended to work on when he took on the role of President last year, and which I know Chris Humphries is committed to as well. I had promised Jos I would support him in his project to deliver greater value to Members and I would like to keep the promise I made to him. I have often reflected on what he would have liked us to do as an organization to support young people through the pandemic, and I hope he would be happy with the work we have engaged in since he left us so suddenly earlier this year.

### What specific skills, knowledge, and experience do you have that will ensure your contributions support the Board's effectiveness in its governance and leadership responsibilities?

I have knowledge and experience in marketing and communications, in governance, event management, and sponsorship and stakeholder management. I have also worked in the area of professional development of teachers and trainers, including those working in prisons.

I have a wide range of experience, especially in competition management (see WorldSkills experience question below), and from feedback given by my current colleagues on the Board, can greatly contribute to the strategic thinking needed by WorldSkills.

Moreover, although I am French by birth and Finnish by adoption, I have a perfect command of English and its written and spoken subtleties. I am passionate about other cultures and always keen on improving my knowledge about life and the role skills play to improve it. Finally, I am passionate about human relations which are so important in our movement!

**What is your WorldSkills experience and what specifically supports your fit with the Board role you are a candidate for?**

I have been a “WorldSkilled” since the 2005 Competition in Helsinki. I have been in the workshops as an interpreter, have been a TDA, and TD in WorldSkills Europe as well as an OD for France in both WSI and WorldSkills Europe. I have been the CEO of a national WorldSkills organization and am currently the CEO of WorldSkills Europe. I have spent 15 years of my life volunteering and working for WorldSkills in different capacities.

Volunteering as a Board member has also brought me greater knowledge of the global challenges our Members face, and a broader view of how we can all face those challenges together for the good of the future generations represented in our competitors.

As the former CEO and OD of WorldSkills France, I would also like to bring my experience of the country and the stakeholders of WorldSkills France to assist the Board with their collaboration with France and therefore contribute to the success of WorldSkills Lyon 2023.

**What do you believe are the most important strategic development areas for WorldSkills to focus on in the next four years towards Vision 2025? Why? How should WSI’s success be measured?**

Our Vision 2025 is an ambitious vision and much needed to bring greater direct support to our Members across the globe in enhancing the visibility and importance of skills. We must focus our efforts on supporting our young people who will be most affected by the current crisis and bring hope for the future by showcasing skills and fight for them to gain the place they should rightly have in society.

As a movement, WorldSkills has grown exponentially over the past few years, and we need to put more effort into supporting and nurturing our Members, especially the ones that have joined over the last few years. WorldSkills needs to tackle the challenges of helping Members share best practices, work together more closely outside of our competitions, and foster greater knowledge transfer between Members.

We’re stronger together: a stronger membership means a stronger WorldSkills movement, and that is what I hope we can achieve over the next four years, as we continue to build on our past to create a stronger future for our young people and their skills.



# Ray English IE

## Candidate for Board member – Strategic Development

### Why have you nominated for this position?

I believe that I have both current and relevant experience, combined with Board ready preparedness through my work within Ireland's largest University, TU Dublin, delivering to students from Apprenticeship to PhD and concurrent voluntary work with WorldSkills Ireland, to add value to the work of the Board of WorldSkills International.



### How will you contribute to the effectiveness of the Board in ensuring the ongoing success of WSI (in meeting its purpose and objectives)?

Having operated in the majority of roles within WorldSkills International and in the national organization, I have a deep understanding of the lived reality of Delegates, Competitors, Experts, SCMs, and the key role of colleagues in national organizations delivering at local level. This experience grounded in a continuing and current leadership role in educational and training will provide valued insights for the board and represent the wide variety and nature of the WorldSkills family of Member organizations. I will work with all colleagues to represent the full range and diversity of member organizations, to support their engagement with WorldSkills and deliver their shared vision.

### What specific skills, knowledge, and experience do you have that will ensure your contributions support the Board's effectiveness in its governance and leadership responsibilities?

I believe that my range of industrial, educational, management and international voluntary experience will be a positive boon to the Board. My craft/trade based background with extensive industrial experience at master craftsman and managerial level in the engineering, aviation and construction areas combined with a current Senior Lecturer 1 role in TU Dublin School of Architecture will ensure a balanced, wide ranging, experiential and informed contribution to the workings and decisions at the Board. Being a member of Academic Council at TU Dublin ensures that oversight of the developing educational landscape reflective of best national and international practice will positively contribute to the development of the skills portfolio of our shared organization. Working through UNESCO-UNEVOC as the centre coordinator for Ireland I have extensive contacts and engagements with world colleagues through the activities of the UNEVOC Centres and am able to bring a wide variety of experience outside of the WorldSkills community to provide balance and reflective knowledge. This contribution is supported by experience in developing and delivering innovative curriculum based on local resources as a voluntary teacher in a secondary school for over two years in Western Africa through VSO International.

### What is your WorldSkills experience and what specifically supports your fit with the Board role you are a candidate for?

I have been an Examiner/Chief Examiner at national level since 1991 being the first industry appointed examiner. At WorldSkills International level I have been an:

- Expert,
- Chief Expert,
- Technical Delegate and
- Official Delegate.



As CEO of WorldSkills Ireland I have completed the rebranding and restructuring of WorldSkills Ireland moving it to an organization engaged with and consulted by the state education and training agencies as a partner and succeeding in obtaining year on year budget increases, with a funding guarantee till 2022.

My understanding of and experience in the education and training environment both nationally and internationally, industry and employer needs, regulatory requirements, and constant engagement with students and parents through my continuing responsibilities in Technological University Dublin provided a current rounded and grounded experience in the lived experience that will be positive to the work of the Board of WorldSkills International.

**What do you believe are the most important strategic development areas for WorldSkills to focus on in the next four years towards Vision 2025? Why? How should WSI's success be measured?**

WorldSkills ability to deliver the Competition remains the foundation that allows us to scaffold our shared vision while living with COVID-19. The competitions at our core, continue to allow us to raise standards globally and to assist in raising Members' standards. Skills based careers from current to emerging occupations will be at the forefront of the recovery and WorldSkills is the only organization positioned to champion this. We must provide leverage and influence for our Members based on solid data and research with global organizations, global industry, global influencers and the global society to deliver impact at national and international levels.

Shared appropriate resources, developed for and targeted for use in our communities must be a key. The connectivity within our WorldSkills community must be at the centre of our work and continue to work to "raise ambition and opportunity within our VET systems". The WorldSkills position of being the *global hub for skills excellence and development* must be delivered and verified with data driven evidence drawn from the Members micro, meso, and macro interactions and work through skills development.

# San-Quei Lin TW

## Candidate for Board member – Strategic Development



### Why have you nominated for this position?

I have been devoted to vocational learning since the 1980s, serving as Official Delegate for Chinese Taipei from 2007 to 2014, and WSI Board member from 2012. With accumulated experiences, I have witnessed numerous issues. Therefore, I am hoping to translate my concrete solutions for these issues into WSI's strategic plan through this position. I would be very honoured if I could assist the youthful demographic of Members or non-Members, especially from developing and African countries, to have greater opportunities to develop skills and strengths. Moreover, I would like to leverage my experiences to promote the collaboration between WSI and its regional organizations, the way of collaborative efforts among different organizations also critical to help strengthen WSI.

In addition, skills development is evolving with each passing day. The issue of striking the balance between pursuing skills excellence and expanding WSI could not be ignored. An inclusive and comprehensive strategic plan is needed to solve this issue. It would be my honour to have the opportunity to contribute my 30 plus years' experience in the skills related field to help map out strategies with the WSI Board, all our Members, and colleagues.

### How will you contribute to the effectiveness of the Board in ensuring the ongoing success of WSI (in meeting its purpose and objectives)?

With experiences in skills related field, I know how to do the right things at the right time. I also serve in critical posts, WorldSkills Asia Vice President and Vice Minister of Labor, so I am better positioned and with resourceful support to ensure the ongoing success of WSI.

First of all, I will facilitate the collaboration among capacity building centres, which are working on exchanging experience, information, best practice, and resources involving skills development, especially in Members or non-Members of WSI from developing and African countries.

Secondly, I will strengthen international collaboration with a focus on African skills development, which is one of our major strategies in WorldSkills Vision 2025. Skills competitions, skills training, and capacity building will be highlighted to boost skills level in Africa.

Finally, I will also attempt to reinforce the cooperation between WSI and its regional organizations by holding regional skills competitions and bridging the gap between regional and international occupational standard benchmarks. It will do good for the overall development of skills and popularize the VET around the world.

### What specific skills, knowledge, and experience do you have that will ensure your contributions support the Board's effectiveness in its governance and leadership responsibilities?

I have devoted my entire career to the labour issues for more than three decades since I received my master's degrees concerning labour and industrial relations, and labour and human resources. I could contribute to the Board from three fronts. First of all, I served as Labour Attaché in Washington DC and Brussels respectively. These overseas experiences have equipped me with a very useful background to handle international affairs.

Secondly, I also have engaged in civil service for more than three decades. Now being the incumbent Vice Minister of Labor and WorldSkills Asia Vice President, which enable me to have good connections with industry, academia, and government at home and abroad.

Finally, I have been involved in labour affairs for more than three decades. Experiences in industrial relations, skill development, skill certification, skill competition, labor safety and health, and foreign aids and international cooperation have provided me with comprehensive knowledge and deep insights to serve WSI.

**What is your WorldSkills experience and what specifically supports your fit with the Board role you are a candidate for?**

I have actively participated in WSI for several years. Acting as the Official Delegate for Chinese Taipei from 2007 to 2014 and being elected to the Board in 2012, I have successfully worked with the Board to turn WSI from an organizer of an event into an organization of movement. Nowadays, WSI has greatly influenced in the global skills development system.

In addition, as a government official and leader of regional organization, I am experienced in formulating related policy on WSI Board in help to win governments' support and promote international and regional skills development. Moreover, longstanding engagement in African skills development from 2014 is a plus for me to fit with this Board role. These experiences are conducive to facilitate regional development and cooperation for WSI to fulfil the responsibility of Board Member representing the Strategic Development Committee.

**What do you believe are the most important strategic development areas for WorldSkills to focus on in the next four years towards Vision 2025? Why? How should WSI's success be measured?**

The issue of striking the balance between pursuing skills excellence and expanding WSI is a long standing debate and I believe encouraging the development of regional skills organizations, initiating capacity building centres, and promoting the skills development in Africa are most important solutions and strategies towards Vision 2025.

Firstly, encouraging the development of regional skills organizations could enhance regional skills standards. WSI Members don't have to wait as long as two years to bring WSC best practice home; however, Members could boost their skills level through regional skill organizations' activities, such as skills training, exchange, and competitions, at any time, not just in the WSC year.

Secondly, rolling out capacity building centre initiatives could prompt more countries and regions to contribute and assist developing African countries to upgrade their skills. It could do well through concerted efforts by more Members and global partners, not by WSI alone.

Thirdly, implementing skills development in Africa initiatives could encourage more countries and regions to give African countries skills development a boost in an "all hands-on deck" way.

Finally, increasing the number of Members is a good gauge of WSI's success. If WSI could effectively help developing and African countries join WSI or its regional organizations, they would have better channel to develop skills and VET, and they could further participate in WorldSkills Competitions to review their results of VET development.

# Tim Lawrence US

## Candidate for Board member – Strategic Development

### Why have you nominated for this position?

I feel I can effectively and enthusiastically contribute to the mission, growth, and development of WorldSkills. My strong involvement in WorldSkills for the past 21 years has prepared me for this role. I served as CEO of SkillsUSA, one of the largest vocational organizations in the United States, for over 19 years. My life journey through all aspects of vocational education and training has provided me with unique qualifications to serve in this position.



Vocational education has truly been my life's work. From my experience as a TVET student, skills competitor, and member of SkillsUSA, to working successfully in industry in my welding trade and then rising into management, becoming a highly-successful vocational welding instructor, state vocational education and student organization administrator, moving to the national SkillsUSA organization as the director of business and industry partnerships, and rising to CEO of the organization has brought me full circle to this opportunity. I feel serving in one of the distinguished positions on the WorldSkills Board would be a true honour. I would give my all to the position.

### How will you contribute to the effectiveness of the Board in ensuring the ongoing success of WSI (in meeting its purpose and objectives)?

I firmly believe that serving on a board is a team effort. I am an excellent listener and a strategic thinker. I believe my experience with both industry and education brings a different voice to the Board and I believe that Member and stakeholder input is the key to success. Taking an organization to a higher level depends upon meeting the needs of the customer – in this case the Member countries and regions, industry partners, and the youth that we serve. These voices should drive the Board and its strategy. Listening is learning and I feel listening to the experienced Board members, CEO, Secretariat, and Members is a first step in being an effective board member.

Gaining input from stakeholders and working as a team to meet their needs is the ultimate responsibility of the Board. The skills and experience I have gained during my lifetime in all levels of TVET will help drive the input I can provide as a part of a dynamic and productive board. I would contribute and fully engage to utilize my skills and experiences to support WSI as the global hub for skills excellence and development and to support the expansion of the brand and all purposes and objectives of the organization.

### What specific skills, knowledge, and experience do you have that will ensure your contributions support the Board's effectiveness in its governance and leadership responsibilities?

I have led the successful development and growth of a national organization for the past 24 years. Having the experience as a student, industry leader, teacher, and state director, I was used those experiences to strategically take SkillsUSA to a much higher level. Serving as business and industry partnerships director for five years prior to becoming CEO, I moved our competition to become one of the largest in the world, with over 6,000 competitors annually. I also led fundraising and development, achieved the first million-dollar donation and grew cash fund raising to triple the previous amount. Working with the Youth Development Foundation and the competitions, I grew our business partnerships to over 600 businesses and trade associations. In addition to cash funding, we grew in-kind contributions of equipment, tools, scholarships, and student prizes to a worth of over 12 million dollars.

When becoming CEO in 2001, I personally led strategic planning annually, developing SMART goals and tactics fully based on member input. The strategic plan was our roadmap to success, and it was strictly followed. My

own evaluation by the board of directors and staff evaluations were based on achievement of the strategic goals in the plan. This process resulted in 17 straight years of membership growth and 17 of 19 years of positive change in net assets. During my 19 years as CEO, membership grew from 239,000 to over 434,000. The annual budget doubled from 6 million to nearly 12 million dollars. Growth was substantial and it was achieved through leadership of a dynamic staff, working closely with a solid board of directors and with every state leader across the nation, assisting them by leading board training and strategic planning in their individual states. I was also involved in student leadership training, instructor training and industry presentations to assist in the support of the mission and vision of the organization. I believe this diverse experience of working with all stakeholders would be of benefit to the WorldSkills Board. I truly enjoy the role of being an ambassador and finding meaningful connections among like-minded people.

### **What is your WorldSkills experience and what specifically supports your fit with the Board role you are a candidate for?**

I have participated in every WorldSkills Competition and GA since 1999. I have facilitated WorldSkills strategic planning sessions and have been active in several opt-in meetings to help set the strategic direction of the organization. I have hosted one opt-in meeting in the USA and helped lead that session. I was selected by the U.S. Department of State in 2014 to work with the Republic of Kazakhstan to promote TVET and promote their membership in WorldSkills, traveling to all regions of the country to speak to colleges and TVET leaders. I hosted the first Russian delegation to the USA to observe and learn how to conduct a national skills competition, eventually traveling to Kazan to be present at the Russian WorldSkills Conference and observe the second Russian national skills competition.

The WorldSkills Champions Trust began with the USA national student leaders' model when President Bartley witnessed the USA student leadership team lead the opening and closing ceremonies and delegate sessions at the SkillsUSA national competition. President Bartley and I set a vision for a team of young people representing all regions of the world. SkillsUSA hosted a WSI Strategy Meeting and trained the first WorldSkills Champions Trust at the SkillsUSA National Leadership Centre. We worked with the team for a full week in the Washington D.C. area and set them on a path to be an example of leadership for all future Champions Trust Teams.

I co-hosted a highly successful WorldSkills General Assembly at Niagara Falls in 2016 with Skills Canada. Shaun Thorson and I personally planned and conducted all logistics of the GA, Conference, Champions Forum, and all meetings and social activities. I was both honoured and humbled to receive the WorldSkills Fellowship at the 2019 GA in Kazan. For every activity that I planned, led, or co-led, it began with a plan to strategically develop the details for success. Strategic thinking and administration led to successful processes, activities, and events.

### **What do you believe are the most important strategic development areas for WorldSkills to focus on in the next four years towards Vision 2025? Why? How should WSI's success be measured?**

I believe one of the most critical components of Vision 2025 is in the strategic area of international cooperation and development. We are facing an unprecedented time as we seek to recover from a worldwide pandemic that has impacted every nation's economy and will surely impact the future of skills education and training. The answer to recovery lies in skills that will rebuild countries and communities. Cooperation and skills development can be a catalyst to move the world forward with our rising generation of young people with the right technical and professional skills that can make a true impact. I believe that this movement should be youth-led and industry-driven. The voice of industry, coupled with the passion and skills of our youth, can create a powerful movement for the training and skills required to bring our economies back to full speed. The expansion of industry partnerships for WorldSkills will be required to grow this voice. Involving more global corporations and government and well-recognized NGO groups will bring stronger credibility to the WorldSkills organization as a leader and contributor to the future of global economic recovery and success. The seven focus areas of Vision 2025 are all extremely important and the hub should remain the skills competitions. The competitions are the premier showcase to display all the strategic areas of Vision 2025 to the world. A powerful industry voice, the passion and skills of our youth and a strong Board to position WorldSkills as the movement that will assure that today's youth will be tomorrow's future will be necessary to move our vision forward.