



2026–2028

GENERAL REGULATIONS



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ACKNOWLEDGMENTS

The SkillsUSA Championships Technical Standards set forth the rules, protocols, competencies and criteria for the SkillsUSA Championships at the annual SkillsUSA National Leadership & Skills Conference. Hundreds of hours of volunteer and staff effort have been invested in this document. The business, industry, labor and education communities uniquely combined their time and talents to create and update these standards.

In addition to this document, advisors and students should be diligent in checking for updates from their competition's national technical committee, which will be posted on the [Competition Updates](#) page of the SkillsUSA website.

The organizations contributing to the Technical Standards are invested in improving the quality of career and technical education and better preparing our students for successful careers and engaged community membership. The competencies in this manual transmit the expectations of industry to our classrooms and labs.

SkillsUSA owes a great debt of gratitude for the selfless service of the members of our national technical committees and the organizations that support them. The SkillsUSA Championships is a national hallmark of corporate citizenship. We would like to thank our business and industry partners for their sponsorship and dedication in helping shape our future skilled workforce. We also thank our SkillsUSA colleagues for their assistance in preparing this edition.

Dennis Peaton Jr.

Director, Office of SkillsUSA Championships

SkillsUSA Inc.

SkillsUSA strives to ensure inclusive participation in all of our programs, partnerships and employment opportunities. In SkillsUSA, diversity encompasses differences in race, color, religion, sex, sexual orientation, gender identity, gender expression, gender transition status, national origin, age, physical and mental ability, thinking styles, experience and education. We strive to make all members, partners and employees feel welcomed and valued in the SkillsUSA family. SkillsUSA believes in treating all people with respect and dignity. We want SkillsUSA to be regarded as a membership organization of choice that encourages all individuals to be involved.

INTRODUCTION

The SkillsUSA Championships are the preeminent showcase of career and technical education in the United States. The Championships recognize career and technical students who excel in their occupational areas, as well as in the leadership development activities that are an integral part of the SkillsUSA Framework.

The involvement of industry in the SkillsUSA Championships program is essential. Experts in leadership, health occupations and skilled and technical sciences donate time and resources to serve as competition judges and as technical committee members. They assume responsibility for selecting the skills that are to be assessed, determining the format of the competitions and establishing the standards by which competitors will be evaluated.

In addition to showcasing students' skills, the SkillsUSA Championships — by the very nature of competition — encourages students to take pride in their work. It also provides prospective employers with an opportunity to see dedicated, motivated potential employees at work.

To continue to meet the needs of both potential employees and prospective employers, the lines of communication between education and industry must be kept open. Educators must be able to identify industry's needs and, in turn, develop appropriate curricula. These technical standards and the SkillsUSA Championships serve as avenues to this vital and collaborative relationship.

SKILLSUSA CHAMPIONSHIPS ORGANIZATION

The SkillsUSA Championships is governed by policies established by the Board of Directors of SkillsUSA Inc. These policies cover donations and awards as well as each SkillsUSA Championships committee's composition and responsibilities.

The SkillsUSA Championships is organized as follows:

- Board of Directors of SkillsUSA Inc.
- SkillsUSA Championships Executive Committee
- SkillsUSA Director of Championships and Office of SkillsUSA Championships
- Individual technical committees for each competition
- National Education Teams



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CLOTHING REGULATIONS



CLASS A: SKILLSUSA ATTIRE

- Official SkillsUSA red blazer or official SkillsUSA red jacket
- Button-up, collared, white dress shirt (accompanied by a plain, solid black tie or SkillsUSA black tie), white shirt (collarless or small-collared) or white turtleneck, with any collar not to extend into the lapel area of the blazer, sweater, windbreaker, or jacket
- Black dress slacks or black dress skirt (knee-length at minimum)
- Black closed-toe, closed-heel dress shoes

Note: The official SkillsUSA windbreaker, sweater, and black Carhartt jacket are no longer available for purchase in the SkillsUSA Store. However, these clothing items are grandfathered in as previous official SkillsUSA clothing and can be worn in SkillsUSA competitions as directed in this document.

Note: Wearing socks or hose is no longer required. If worn, socks must be black dress socks, and hose must be either black or skin-tone and seamless/nonpattern.



CLASS B: HEALTHCARE ATTIRE

- Official SkillsUSA blue scrubs
- White socks or white seamless/nonpattern hose visible above the top of the shoe
- Health-professionals white or black work shoe

Note: Scrubs should fit appropriately for all health competitions and should be properly hemmed and wrinkle-free. Only plain, white, collarless T-shirts may be worn underneath the scrubs. Hair must be pinned up and off the collar.

Note: Shoes must be all-white or black (no canvas/mesh) and completely enclosed (no open-toe or open-heel). Athletic-style shoes that meet the criteria are acceptable.



CLASS C: COMPETITION SPECIFIC — ADVANCED MANUFACTURING | CONSTRUCTION ATTIRE

- Official SkillsUSA khaki short-sleeve work shirt
- Khaki work pants
- Black, brown or tan work shoes

Note: Safety glasses must have side shields or goggles. (Prescription glasses may be used only if they are equipped with side shields. If not, they must be covered with goggles.)



CLASS D: COMPETITION SPECIFIC — SUPPLY CHAIN & TRANSPORTATION | PUBLIC SERVICE & SAFETY ATTIRE

- Official SkillsUSA light blue work shirt
- Navy work pants appropriate for the trade area.
- Black, brown or tan work safety shoes (with protective toe cap, unless otherwise specified in a competition-specific update).

Note: Safety glasses must have side shields or goggles. (Prescription glasses may be used only if they are equipped with side shields. If not, they must be covered with goggles.)

Note: Competitors are responsible for selecting pants that meet industry expectations, applicable OSHA guidelines, PPE requirements, and competition-specific requirements (e.g., work pants, BDU-style uniform pants, or other industry-appropriate attire).



CLASS E: COMPETITION SPECIFIC — BUSINESS CASUAL

- Official SkillsUSA white polo shirt
- Black dress slacks or black dress skirt (knee-length minimum) or work pants appropriate for the trade area
- Black closed-toe, closed-heel dress shoes or work shoes/boots

Note: Attire must be appropriate for the trade area and meet industry expectations, OSHA guidelines, and applicable personal protective equipment (PPE) requirements. Shoes or boots should be sturdy, provide adequate support and traction, and have slip-resistant soles when appropriate for the competition. Competitors are responsible for selecting footwear appropriate for the trade area.

Note: Wearing socks or hose is no longer required. If worn, socks must be black dress socks, and hose must be either black or skin-tone and seamless/nonpattern.



CLASS F: COMPETITION SPECIFIC — BARBERING | COSMETOLOGY | ESTHETICS | NAIL CARE

- Official SkillsUSA white dress shirt or official white polo
- Black dress slacks
- Black work or dress shoes (non-skid and completely enclosed, no open-toe or open-heel)

Note: Wearing socks or hose is no longer required. If worn, socks must be black dress socks, and hose must be either black or skin-tone and seamless/nonpattern.

Note: The official SkillsUSA white cosmetology smock or apron can be worn with a white dress shirt.

Note: If applicable, model clothing should include business appropriate white dress shirt or polo, black dress slacks and black dress shoes.



CLASS G: CULINARY | BAKING AND PASTRY ARTS ATTIRE

- SkillsUSA official white apron
- White chef's jacket
- Black work pants or black-and-white checkered chef's pants
- Black non-slip, non-porous shoes
- Hair restraint

Note: Chef's hats (toques) and food handlers' gloves will be supplied by the national technical committee.



CLASS H: COMPETITION SPECIFIC — RESTAURANT SERVICE

- Official SkillsUSA white long-sleeved dress shirt
- Black dress slacks
- Plain black tie with no pattern or SkillsUSA black tie
- Black bistro apron (optional Official SkillsUSA black bistro apron)
- Black socks
- Black non-slip, non-porous work shoes

Note: Waiter's jackets, bow ties, vests, cummerbunds or half aprons are not permitted.



CLASS I: COMPETITION SPECIFIC — WELDING | WELDING FABRICATION | WELDING SCULPTURE

- Official SkillsUSA khaki long-sleeve work shirt (100% cotton as per OSHA regulations)
- Khaki work pants (100% cotton as per OSHA regulations)
- Black, brown, or tan work shoes

Note: Safety glasses must have side shields or goggles. (Prescription glasses may be used only if they are equipped with side shields. If not, they must be covered with goggles.)



INSTRUCTIONS TO SKILLSUSA CHAMPIONSHIPS

TECHNICAL COMMITTEE CHAIRS

General Responsibilities

1. Attend all meetings called by the Director of SkillsUSA Championships or officially designate a committee member to serve as your authorized representative at these meetings.
2. Ensure that all committee members are familiar with the SkillsUSA Championships Technical Standards.
3. Supervise the selection of the skills and competencies to be evaluated in the SkillsUSA Championships and identify necessary equipment and supplies. Make arrangements to borrow and/or solicit donations of all needed items.
4. Supervise the development of competition projects, drawings and instructions for competitors.
5. Locate individuals who are knowledgeable in the competition trade or skill area and invite them to serve as judges.
6. Assist in planning the layout of the competition site. Identify needs and/or services such as water, electricity, compressed air, tables or chairs, etc.
7. Make arrangements for acquiring appropriate industry awards/prizes.
8. Plan and conduct the mandatory competition orientation and debriefing meetings.

Competition Orientation Meeting

The competition orientation meeting is mandatory for all SkillsUSA Championships participants. The purpose of this meeting is to review the following items with all competitors. Note: All students should enter the orientation space before any instructors/others are permitted to enter.

1. **Competitors' Credentials:** Compare and verify each competitor's name and competitor number as they appear on the nametag with the master list of competitors. Check the individual name to the actual name on the nametag.
2. **Competition Rules:** Check to be certain that all competitors are familiar with the competition rules and have been notified of any relevant information in the annual competition updates.
3. **Competition Procedures:** Explain the way in which the competition will be conducted, including schedule, procedure for time in/time out, scoring criteria, procedure for breaking ties and the method of dealing with issues/concerns.

4. **Safety Regulations:** Review general and specific safety requirements and procedures for the competition. Instruct competitors that all injuries, no matter how slight, must be reported immediately to the judge or applicable competition supervisor.
5. **Tools and Materials:** Go over the list of tools and materials that are to be supplied by the competitors. Include any additional items mentioned in the updates. If competitors do not have all the required items, be sure they understand that they must obtain them before the competition begins.
6. **Order of Performance:** In competitions where the order of performance is important, the procedure for determining the order should be explained. For example, competitors may draw numbers for order of performance/assignments.
7. **Equipment:** Explain the operation of equipment used in the competition, including safety features. If possible, allow competitors time to become familiar with the equipment.
8. **Special Announcements:** Detail any special functions that the committee has planned, explain special transportation or time schedules and announce industry awards/prizes. Announce that smoking, the use of smokeless tobacco and/or vaping is prohibited during the competition.

Note: The national organization requests that all SkillsUSA Championships committee and competition personnel refrain from smoking and/or consuming alcoholic beverages in the presence of SkillsUSA student members.
9. **Competitor Questions:** Encourage competitors to ask any questions they have about the SkillsUSA Championships. Provide satisfactory answers before the close of the competition orientation meeting.
10. **Competitor Penalties:** There may be special circumstances that prevent a competitor from attending the competition orientation meeting (e.g., illness, accident or transportation-related issues). Please do not disqualify a competitor without first consulting with the Office of SkillsUSA Championships.
11. **Clothing Assessments:** Allow time for a clothing assessor to conduct clothing assessments during the competition orientation meeting.

Conducting the SkillsUSA Championships

1. Check the competition area, equipment, supplies and facilities prior to the day of the competition to be certain that everything is in place and in order for a smooth running competition.
2. Assemble all judges at the competition site for a briefing prior to the start of the competition. Be sure that all questions are answered and that the evaluation procedures are clear.

3. Check to be certain that all competitors have brought the tools and materials required for the competition, as listed in the technical standards and/or competition updates. The technical committee may, at its option, furnish any required items that competitors have failed to bring; however, a two-point penalty may be assessed for each missing item.
4. Make sure that all competitors meet clothing requirements for the competition. (See the section on SkillsUSA Championships Clothing Requirements in the individual competition regulations.) The penalty for those who do not satisfy clothing requirements will be up to 5% of the total possible competition points. Clothing penalties in all skill competitions will be assessed by the designated clothing assessor in cooperation with the competition chair. SkillsUSA Championships technical committees will assess clothing penalties for all leadership competitions.
5. Make sure that all competitors receive copies of the project to be completed, as well as any necessary drawings, instruction sheets or other materials. Be certain that competitors understand all instructions and have a chance to ask procedural questions. Take great care to see that all competitors have equal time and that their questions are answered fairly.
6. All verbal instructions should also be provided in written form.
7. Oversee the competition to ensure that safe work practices are followed.
8. Do not permit competitors to enter the competition site at any time unless they are displaying their competitor badges and numbers.
9. Do not permit competitors to smoke during the competition.
10. Conduct a debriefing session with the competitors after the competition to point out general strengths and weaknesses and the quality of work observed by the judges. (Do not discuss individual competitor performance.)
11. Verify all judges' scoring sheets and submit them to the SkillsUSA Championships scoring management team. Complete the chair's final report and return it, along with required items, to SkillsUSA Championships headquarters following the competition.
12. Keep the results of the competition confidential until the announcement of the winners at the Awards Session.
13. Attend the Awards Session to present medals to the medalists.
14. Organize and supervise the teardown of the competition area and be certain that equipment, tools and supplies are returned to the proper owners and that the competition area is clean and clear of any remaining items.

Instructions to Competition Judges

1. Judges must be completely familiar with the SkillsUSA Championships Technical Standards, particularly the General Regulations, Instructions to Technical Committee Chairs and the specific rules of the competition they have been asked to judge.

2. Judges should receive copies of the competition project and judges' scoring sheet(s), along with complete instructions from the technical committee chair prior to the competition.
3. Members of the SkillsUSA Championships technical committee may not serve as judges unless approved by the Director of SkillsUSA Championships.
4. Judges must give careful attention to each rule, and each competitor or team must be judged in exactly the same manner and under the same conditions as every other competitor or team.
5. Judges will meet prior to the SkillsUSA Championships — at a time and place announced by the SkillsUSA Championships technical committee chair — to confer on:
 - a. Rule meanings and interpretations
 - b. Arrangement of competition space
 - c. Materials and equipment
 - d. Last-minute details
 - e. Judge score sheets
 - f. Competition-related processes and procedures
6. Judges will evaluate the performance of each competitor according to the criteria listed in each competition.
7. Judges will identify competitors by number only. Judges will not use competitors' names, schools or states unless otherwise specified in individual competition rules.
8. Judges may attend the competition orientation meeting held prior to the opening of the SkillsUSA Championships. However, only members of the technical committee may instruct the competitors and verify attendance.
9. Judges are selected because of their recognized expertise in the trade or skill that they are being asked to judge and are asked to follow the official SkillsUSA rules without inserting personal opinions. Such things as length and/or color of hair, tattoos, piercings, personal appearance, length of dress and style of shoe, unless specifically covered in the competition regulations, are not to be considered by the judges except where safety is concerned.
10. In no instance are judges or competition chairs authorized to change the competition rules. If an interpretation is required, the chair should contact the Director of SkillsUSA Championships.
11. Judges are to evaluate all items related to safety. Competitors not meeting safety requirements may be disqualified from competition if, in the judges' opinions, the safety of the competitors or those around them is endangered.
12. Competitors should be evaluated based on entry-level job skills, not those of an expert in the trade and/or occupational area.

13. Judges should rate each competitor independently and not compare scoring sheets with those of other judges.

SKILLSUSA CHAMPIONSHIPS: SKILL POINT CERTIFICATES

Overview

Along with national gold, silver and bronze medals, SkillsUSA may award Skill Point Certificates to outstanding national competitors in the SkillsUSA Championships. Students who reach or exceed a threshold score in an official national competition are awarded this certificate. Central to these certificates are the expertise and industry-defined competencies compiled in the SkillsUSA Championships Technical Standards. The Skill Point Certificate represents the pinnacle of achievement in demonstrating proficiency and workplace readiness in the student's occupational specialty. Each Skill Point Certificate carries the logos or names of the organizations represented on that competition's national technical committee. Students can place the certificate in an employment portfolio as an indicator of proficiency.

Skill Point Certificate

Competitors achieving the threshold score will be awarded a Skill Point Certificate regardless of competition ranking or medal standing. State directors will be given the procedure for acquiring the certificates in their award packets on the night of the Awards Ceremony, along with their state results. State directors will also receive the Skill Point certificates and state results as a downloadable service after the event.

SKILLSUSA CHAMPIONSHIPS GENERAL REGULATIONS

1. The SkillsUSA Championships Technical Standards are written as guidelines for the administration of national competitions.
 - a. They should serve as models for administration of local, regional, and state competitions but should not be considered binding upon state associations in conducting state-level SkillsUSA Championships.
 - b. Because of the changes that can occur within a competition area or a specific station, the scorecards or scoring criteria for all competitions will be provided to the state association.
2. A careful analysis of the skills and knowledge required for successful entry-level employment will also identify a core of technical and academic principles that students should understand. Competitors are expected to understand these principles. Competitors will be expected to know and demonstrate the following:
 - a. Mathematics: addition, subtraction, division and multiplication of whole numbers, common fractions, decimal fractions, ratio, proportion, percentage, average, area, volume, metrics and written problems specific to areas of training
 - b. Engineering drawing/print interpretation and schematics related to specific areas of training
 - c. Reading comprehension/interpreting technical manuals
 - d. Completion of a job application form
 - e. Making an appointment for a job interview
 - f. Proper interview techniques
 - g. Responding clearly to oral questions
 - h. Safety knowledge: All Skilled and Technical competitions require evidence of safety training. There are some competitions that require a minimum of a 10-hour CareerSafe training safety card or an equivalent certification. That requirement will be noted within the standards of those competitions. Students are encouraged to complete the Occupational Safety and Health Administration's (OSHA) 10-hour web-based CareerSafe course. For more, visit www.careersafeonline.com. Participants completing the safety training course will receive a wallet card from OSHA.
 - i. Compliance with all copyright laws and software licensing requirements
3. [Competition Updates](#) include information not already published in the official SkillsUSA Championships Technical Standards but that a competitor must know for the national competition.

Note: State specific competition updates are not available on the national website.

4. Technical Skills-Related Knowledge Assessments:
 - a. A knowledge test may be administered as part of a competition at the discretion of the technical committee and may contribute to the overall evaluation of competitor performance.
 - b. As part of SkillsUSA's workforce development mission, we actively seek partnerships that provide opportunities for competitors to earn industry-recognized, non-degree credentials aligned to current workforce needs.
 - c. Any required testing conducted prior to the event, including credentialing exams or competition-specific assessments, will be communicated through official Competition Updates. Competitors and advisors are responsible for reviewing these updates to ensure compliance with all testing requirements and deadlines.
 - d. The number of points allowed will not exceed 15% of the total possible points and will be determined by the technical committee.
5. Professional Development Test:
 - a. All competitors will be required to take the SkillsUSA Professional Development Test. A study guide will be published at [Competition Updates](#).
 - b. Competitors will be required to take the exam, and the scores will be added to their total overall score within their respective competitions. The number of points allowed will not exceed 2.5% of the total possible points.
 - c. For leadership and occupationally related competitions, the Professional Development test may be selected as a knowledge exam. If selected as a competition's knowledge exam, the number of points allowed will not exceed 15% of the total possible points and will be determined by the technical committee.
6. An oral professional assessment — such as a personal interview, explanation of skills to be performed, problem to be solved or other employability skills assessment — may be included as part of each competition. Except for some Leadership Competitions as identified in the SkillsUSA Championships Technical Standards, the number of points allowed will not exceed 5% of the total score and will be determined by the technical committee.
7. Resume:
 - a. All competitors must create a one-page, single-sided resume and submit a PDF version online. Failure to do so will result in a 10-point penalty. Competitions that require a hard copy of the resume as part of the skill performance will be specified in the competition's technical standards. Competitors may bring a resume to the competition on the day of competition; however, the penalty will remain in effect.

8. Competitors in competitions that require verbal presentations must use the proper name of the national organization: “SkillsUSA.” Competitors in American Spirit, Chapter Display, Community Service, Occupational Health and Safety, Outstanding Chapter, Promotional Bulletin Board, and Career Pathways Showcase must exhibit the organization’s proper name and logo. Failure to do so will result in penalty points being assessed by the national technical committee. Visit brand.SkillsUSA.org and click on “SkillsUSA Brand Guide” for proper logo guidelines.
9. SkillsUSA Championships awards may be presented to the top three competitors in each division. Competitors are evaluated against a standard of performance rather than automatically being awarded first-, second- or third-place medals based on the highest rankings. Medals will not be awarded if the standard of performance as determined by the technical committee does not justify such recognition.
 - a. Ties are not permitted in final competition results.
 - b. If competitors are tied at the conclusion of the competition, the tie will be broken using the score from the highest-weighted competition station or assessment, as identified by the technical committee before the competition begins.
10. Judges’ decisions will be final. Interpretations of all competition rules will be made by the Director of SkillsUSA Championships.
11. The competencies listed in the technical standards are the basis for a quality career and technical education program from which our national competitions are derived. The competencies have been listed to provide direction and assistance to state associations as they establish their local, regional, and state SkillsUSA Championships and identify the scope of the national competition.
12. Prohibited Devices:
 - a. Cellphones, electronic watches and/or other electronic devices not approved by a competition’s national technical committee are NOT allowed in the competition area. Please follow the guidelines in each technical standard for approved exceptions. Technical committee members may also approve exceptions onsite during the SkillsUSA Championships if deemed appropriate.
13. Penalties for Prohibited Devices:
 - a. If a competitor’s electronic device makes noise or if the competitor is seen using it at any time during the competition, an official report will be documented for review by the Director of the SkillsUSA Championships. If confirmed that the competitor used the device in a manner which compromised the integrity of the competition, the competitor’s scores may be removed.

14. SkillsUSA the organization, SkillsUSA staff, technical committee members and other volunteers are not responsible for loss or damage to personal items — including electronic devices — while competitors are in the competition areas.
15. Prohibited Materials:
- a. No live animals, bodily fluids, or biohazardous materials are allowed as part of any competition.
 - b. The use of any device to generate haze or smoke is strictly prohibited in all competitions.
16. Observer Rules
- a. During the competition, participants must work independently, without assistance from judges, teachers, fellow students, and/or observers. Competitors may be disqualified for receiving such assistance. An official report will be documented for review by the Director of SkillsUSA Championships. If it is confirmed that the competitor received assistance in a manner that compromised the integrity of the competition, the competitor may be assessed a penalty or disqualified.
 - b. It is in the spirit of competition and good sportsmanship to demonstrate professional courtesy to other competitors. Competitors shall in no way disrupt or interfere with the work or performance of fellow competitors or teams. Any competitor or team found to be in violation of this regulation may be at the risk of penalty or disqualification.
 - c. It is in the spirit of competition and good sportsmanship to demonstrate professional courtesy to Championships volunteers, including but not limited to, technical committee members, judges, NET members, etc. Observers, including SkillsUSA advisors, are prohibited from talking to technical committee members, judges, NET members, etc., during the competition, without the approval of the SkillsUSA Championships technical committee. Any advisor or other observer that displays aggressive behavior toward a student competitor, another advisor, or Championships volunteer may be removed from the competition area, and possibly, the facility. States may be disqualified from participation in a specific competition if advisors or other observers display aggressive behavior toward a student competitor, another advisor, or Championships volunteer.
 - d. No observers, including SkillsUSA advisors, will enter the designated competition areas without the approval of the SkillsUSA Championships technical committee.
 - e. No observers will talk/gesture to competitors. Doing so may result in penalties or disqualification.

- f. No observers will be permitted in the competition holding area or at the competition orientation meeting unless specifically invited by the SkillsUSA Championships technical committee.
- g. Additional limitations on observers, such as entering or leaving a competition area during a demonstration or sequence, may be posted to protect competitors from unnecessary distractions.
- h. The technical committee chair may close the competition to observers if observers are seen to be communicating or aiding a competitor in any way or if safety demands such action.
- i. No cameras (with or without flash attachments), cell phones, or recording devices of any kind will be permitted in any competition area without the consent of the Director of SkillsUSA Championships.

17. Who May Compete

- a. Participants must be active and paid SkillsUSA student* members in their respective divisions by the SkillsUSA national headquarters deadline of March 1.
- b. Exceptions to the above policy may be made under certain conditions. For details, contact your state SkillsUSA office.

***Note:** Teachers and/or professional members are prohibited from competing in any NLSC competition area that they also teach. States may be disqualified from participation in a specific competition if they approve competitors who serve as teachers in the competition area in which they wish to compete.

18. Each national competition provides for individual entries unless the eligibility section of the competition states that it is a team competition. States may enter one high school student/team, one middle school student/team (in competitions that accept middle school competitors), and one college/postsecondary student/team in each competition unless otherwise stated in the specific competition rules. Unless otherwise stated in the competition's technical standards, all team members must be from the same chapter/school and division.

- a. High school competitors must be students enrolled in a coherent program of study, a community training program, and/or a work-based learning experience (internship, co-op, apprenticeship, clinical experience, etc.) that prepares the student for further education and/or employment related to career and technical education, including the health industry. Community training programs and work-based learning experiences must be credit-bearing at the student competitor's education institution in order for the student competitor to be eligible for SkillsUSA Championships competitions. Further, a high school competitor must be earning credit toward a high school diploma/certificate or its

equivalent during the academic year immediately preceding the National Leadership & Skills Conference (NLSC). Should a high school student member graduate early in the same academic year as NLSC, the student competitor would still compete in the high school division. If the student member graduates early AND enrolls in a postsecondary institution AND joins SkillsUSA as a college/postsecondary member, the student member would compete in the college/postsecondary division.

- b. College/postsecondary competitors must be students enrolled in a coherent program of study, a work-based learning experience (internship, co-op, apprenticeship, clinical experience, etc.), and/or a career major that prepares them for further education and/or employment related to technology, trades or industry, including the health industry. Work-based learning experiences must be credit-bearing at the student competitor's education institution in order for the student competitor to be eligible for SkillsUSA Championships competitions. College/postsecondary competitors must be progressing toward a postsecondary credential during the academic year immediately preceding the National Leadership & Skills Conference (NLSC). Additionally, college/postsecondary members classified under non-traditional chapter membership are eligible to compete in the college/postsecondary division. Membership eligibility in this membership model includes, but is not limited to, registered apprenticeships and industry-recognized training programs in which participants accrue hours through structured coursework, classroom instruction, and/or supervised on-the-job training.
 - c. Middle school competitors must be or have been enrolled in a middle-school exploratory course that prepares for future study in a career and technical education pathway (grades 6-8).
 - d. Dual enrollment students: High school students who have not yet completed the requirements for a high school-level diploma must register for membership and compete as a high school student, even though they may also be enrolled in advanced placement or college/postsecondary courses.
19. Competitors may enter only one national championships competition annually. The Championships will not adjust a competition schedule for students running for national office or any other reason, with the possible exception of unforeseen travel issues.
20. Participants in national competitions must be first-place winners selected on a competitive basis at the state level. In the event the first-place winner is unable to participate, the substitute must be the next highest placing competitor at the state level who is able to participate. All competitors must qualify through state SkillsUSA-approved

competitions. States may be disqualified from participation in a specific competition if they approve competitors who have not competed in a state competition.

21. Participants in national competitions must compete in the same competition in which they competed at the state level.
22. All applicable projects for national competitions must be created in the academic year immediately preceding NLSC. Unless otherwise stated in the competition's technical standards, projects may be improved upon after the State Leadership and Skills Conference immediately preceding NLSC, but the project cannot be completely redone or different than what was presented at the state level.
23. In team events, substitutions may be made if a team member (or members) has to withdraw from the national competition. A full team must be registered. The ability of the competitors to meet the standards of national competition must be considered before the state association certifies the competitor.
 - a. Teams that need to replace more than 50% of their members should replace the entire team with the next highest-ranked team from the state competition.
 - b. Teams that have fewer competitors attend than the full number registered may be subject to penalties. Unless otherwise specified in the technical standards, the amount of the penalty will be determined by the number of no-shows (e.g., team of three and one no-show = penalty of 1/3 of the total points).

Note: Teams will be allowed to add a member if a member has a family emergency and must cancel. Such cases will be handled as needed, and the director of the SkillsUSA Championships will be notified.

24. Competitors at the national competition are expected to participate in all components, including the orientation, debrief, and any applicable cleanup, of the competition schedule or face a possible penalty.
25. Competitors that report late to the competition area may not be provided any additional time.
26. Participants must meet the eligibility requirements set forth in each competition description.
27. Judging Criteria
 - a. The judging criteria listed on each competition scorecard comprise the basic elements that will be considered in the evaluation of the competitors' performance.
 - b. The exact number of items evaluated, and points assigned to each criterion may change from year to year depending on the complexity of the project.

28. Grievance Policy

- a. Grievances related to national competitions may be filed by the State Association Director or his/her designee by completing an online NLSC Grievance Submission form by the prescribed deadline on the day of the perceived grievance. Any submission after the prescribed deadline will not be considered.
- b. The online NLSC Grievance Submission form must be completed in full and must specify which competition technical standard and/or Championships General Regulation was violated. Those submissions that are not completed in full or do not indicate a violation of a specific technical standard and/or Championship General Regulation will not be considered and will be filed as a suggestion for competition improvement.

29. Release of Competition Results

- a. A breakdown of each competitor/teams' scorecards and a ranking will be available and accessible to every competitor on the SkillsUSA website by August 1.
- b. The appropriate state official agrees not to use this information in any way that will violate any local, state, or federal law and will protect each student's right of privacy as required by law.
- c. Scores submitted by the technical committees are considered final. All submitted scores are reviewed by SkillsUSA Championships staff. Should a scoring issue occur, the Office of SkillsUSA Championships will work with the competition technical committee chair(s) to resolve the issue. Additional medals may be awarded, and in NO case will medals be removed from an announced medalist(s).

30. How to Register

- a. Only students who are registered by the National March 1 deadline and are paid members are eligible to compete at the National Leadership and Skills Conference (NLSC). Students who compete and win at a state event are not exempt from the national March 1 deadline requirement. Note: For some states, the membership deadline may be earlier. Registration requirements are:
 - i. No new competitors may be added onsite at NLSC. For any competitor addition requests after the established NLSC registration deadline, approval must be granted from the Director of SkillsUSA Championships prior to arrival at NLSC.
 - ii. States may make competitor substitutions onsite at NLSC and must supply an NLSC Conference Registration Release Form for each substitution.

- iii. Should a team member drop in a team competition, states may substitute another student. Teams may compete with one fewer team member as long as a full team was registered originally, and the specific competition technical standards do not state otherwise. Penalty points may be assessed if a team does not compete with a full team.

31. Tools and Materials

- a. Participants who do not bring the required tools and materials as specified in the individual competition regulations may be penalized two points for each item missing. Such penalties will be assessed by the competition chair. The competition chair may, at his or her discretion, furnish the required item(s).
- b. It is strongly recommended that toolboxes not exceed 9"x14"x22". Competitors may bring more than one box. Toolboxes that are bigger or cannot be carried by one person should have casters, wheels, or a hand truck for movement to and from competition areas.

32. Competitors Needing Special Accommodations

- a. To ensure equitable access for all competitors, the SkillsUSA Championships management team will adhere to documented accommodations as directed under a current and valid education plan (IEP, Section 504, and/or Health Plan) from the LEA (Local Educational Agency) or College Department of Accessibility Services (or similar). SkillsUSA does not maintain a list of approved accommodations, including instructional aides or assistive technologies; however, no accommodation may be utilized that substitutes for a competitor's knowledge or skills. Advanced identification of a competitor's accommodation request is required through the completion of an Accommodation Request form — and attestation to the validity of any identified education plan — by the established deadline. See SkillsUSA policy for further details.

33. Models/Assistants

- a. Nail Care and Esthetics models and assistants in Action Skills, Principles of Technology, and Job Skill Demonstrations A and Open must be active (registered and paid) SkillsUSA student members. Models and assistants are not required to be from the same school as the competitor. They are not considered competitors and are not required to attend competitor orientation meetings, unless otherwise specified in the competition's technical standards. Since models and assistants are not involved in the written test and are not considered competitors, they are also not eligible to receive medals. They will, however, receive a participation certificate or other form of recognition.
- b. Models and assistants cannot be competitors in any other competition at NLSC.

34. Mandatory Competition Meetings

- a. Competitors must report to the mandatory competition orientation meeting as scheduled in the conference app for instructions from the technical committee chairs. This is a critical meeting since technical committee chairs provide specific competition instructions and often administer the written and/or oral tests at this meeting.

35. Personal Appearance: Piercings and Tattoos

The policy regarding piercings and tattoos while participating in the SkillsUSA Championships is as follows:

- a. Piercings: Wearing any piercings should not in any way cause a safety issue. If so determined, the item must be removed for the duration of the SkillsUSA Championships competition. Failure to comply will result in a safety penalty.
- b. Tattoos: Any tattoo that is considered vulgar, sexual and/or morbid should be covered to the best of the competitor's ability while competing in any SkillsUSA Championships competition. Failure to do so will result in a penalty.

36. SkillsUSA Championships Clothing Requirements

Competitors in the SkillsUSA Championships must wear the approved SkillsUSA Championships clothing or work uniform specified for their respective competitions during the event or be subject to a penalty of up to 5% of the total points available. The official clothing items referred to in these regulations are available at:

[SkillsUSAstore.org](https://www.skillsusa.org/skillsusa-store).

- a. Competitors must wear their official competition clothing to the mandatory competitor meeting / orientation prior to the competition.
- b. Participants must meet clothing requirements for their respective competitions. For specific requirements, refer to the technical standards and General Regulations.
- c. If applicable, model clothing should include a business appropriate white dress shirt or polo, black dress slacks, and black dress shoes (non-skid and completely enclosed; no open-toe or open-heel).
- d. All competitors are required to wear their official competition uniforms or official SkillsUSA attire to the Awards Session, where the winners are announced and the industry awards/prizes are presented. Inappropriately dressed competitors will be denied access to the awards stage.
Note: Competitors with special needs regarding clothing requirements should contact the office of Workforce Development.
- e. The clothing requirements apply only to the national competitions. State associations may have different dress requirements for their own state championships.

37. "SkillsUSA official attire" as indicated for specific competitions refers to the following:

- a. Official SkillsUSA red blazer or official SkillsUSA red jacket
- b. Button-up, collared, white dress shirt (accompanied by a plain, solid black tie or SkillsUSA black tie), white shirt (collarless or small-collared) or white turtleneck, with any collar not to extend into the lapel area of the blazer, sweater, windbreaker or jacket
- c. Black dress slacks or black dress skirt (knee-length at minimum)
- d. Black closed-toe, closed-heel dress shoes

Note: The official SkillsUSA windbreaker, sweater, and black Carhartt jacket are no longer available for purchase in the SkillsUSA Store. However, these clothing items are grandfathered in as previous official SkillsUSA clothing and can be worn in SkillsUSA competitions as directed in this document.

Note: Wearing socks or hose is no longer required. If worn, socks must be black dress socks and hose must be either black or skin-tone and seamless/nonpattern.

Note: All personal jewelry should contribute to a businesslike appearance. Only official SkillsUSA jewelry is to be worn on a SkillsUSA blazer, jacket or sweater. Official jewelry is described as a conference pin, SkillsUSA emblem, officer pin, President's Volunteer Service Award pin, Statesman pin (one only), and professional development pin (one only).

38. Shoes:

- a. No canvas, vinyl, plastic or leather athletic-type shoes, open-toe or open-heel shoes are permitted in any SkillsUSA Championships event without penalty. Competitors may be disqualified if improper footwear constitutes a health or safety hazard. When work shoes are required: "work shoes" are technically defined as low or high-top, lace-up shoes with rubber, skid-resistant soles. They can be steel- or non-steel-toed. Work shoes can be purchased from most department stores, shoe stores and mail-order catalogs. Western-style (cowboy) boots are not allowed, except Roper-style boots that are round-toed, flat-soled and with a low heel.

39. Eye protection:

- a. Safety glasses must meet ANSI Z87 requirements. Prescription and nonprescription safety glasses must include side shields designed for the safety glasses by the manufacturer of the eye protection. An imprint with the mark "Z87" will appear on the frame or lens to identify the safety glasses as meeting ANSI Z87 requirements. Approved safety goggles may also be worn to meet these eye protection requirements.

40. Competitors with long hair that pose a possible safety, or sanitary hazard must wear hair containment devices (hairnets).

41. Competitors may be disqualified for lack of safety clothing or attire.

42. The wearing of accessory items (such as belts) is optional unless otherwise specified in the competition rules.
43. While not required, only a skill competition patch may be worn on the left shoulder without penalty.
44. No identification of the competitor, school, or state is allowed on official clothing.
45. Check specific clothing and safety requirements under the guidelines for each competition.
46. Clothing penalties in all skill competitions will be assessed by the designated clothing assessor in cooperation with the competition chair. SkillsUSA Championships technical committees will assess clothing penalties for all leadership competitions.
47. Introduction of New Competitions
 - a. To ensure that the SkillsUSA Championships are meeting the organizational [mission](#) and [vision](#), new competitions may be proposed for inclusion. Therefore, a new competition proposal process has been developed to assist SkillsUSA in helping produce a highly skilled workforce. The objectives of this new competition proposal process are as follows:
 - b. Encourage alignment with SkillsUSA's Mission
 - c. Promote quality competitions
 - d. Promote current and emerging occupations and careers
 - e. Address the nation's workforce development needs
 - f. Avoid unnecessary duplication of competitions and ensure that proposed competitions cannot be delivered more efficiently through collaboration in existing competitions
 - g. See the New Competition Proposal Process posted on the SkillsUSA website for more information.
48. Elimination of Official Competitions and Competition Monitoring
 - a. In the event that fewer than fifteen (15) states participate in an official competition at NLSC for two consecutive years, the competition may be discontinued pending a decision by the SkillsUSA Championships Executive Committee. Exceptions include the following: Action Skills, Building Maintenance, Community Action Project, and Employment Application Process. The Office of SkillsUSA Championships reserves the right to extend the probationary period of competitions based on organizational strategic goals and labor market data.
 - b. Official competitions with fewer than fifteen (15) states participating at NLSC will be placed on notice the first year that participation numbers drop below fifteen (15).
 - c. The technical committee must provide SkillsUSA a plan to increase participation at both the state and national levels and evidence, including labor market and

aligned career and technical program information, of the national workforce need for the competition.

- d. The improvement plan and evidence shall be due to SkillsUSA by January of the year immediately after the NLSC in which the participation numbers dropped below fifteen (15) states.
- e. The Office of Workforce Development will work with technical committees to regularly review the standards and competencies of the competitions to ensure they are in line with current industry standards and evolving labor market needs, while incorporating new and emerging competencies alongside core and foundational skills.

49. Absorption of Official Competitions

- a. If an existing official competition is facing elimination because of declining participation, the Office of SkillsUSA Championships and the Championships Executive Committee will review the technical standards of that competition and determine the possibility of absorption by another official competition.

WorldSkills Competition

SkillsUSA is a member of WorldSkills International, headquartered in Amsterdam, Netherlands. This organization sponsors the biennial WorldSkills Competition (WSC). The U.S. team that competes at the WSC is assembled by SkillsUSA and known as the WorldSkills USA team.

Participation in the WorldSkills Competition provides an opportunity to benchmark our career and technical education students and training practices alongside those of other major international competitors. The training technologies displayed at the WSC exemplify the ultimate standard in skilled workforce preparation. As such, they offer important lessons for technical instructors and for SkillsUSA's corporate partners, whose productivity depends on employees with up-to-date skills. WSC results are one of the benchmarks by which a country's global economic competitiveness is judged.

Over its 60-year history, WorldSkills International has come to symbolize the pinnacle of excellence in career and technical training. Every two years, hundreds of young skilled people, accompanied by their teachers and trainers, gather from around the world to compete in the skills of their various trades and test themselves against demanding international standards and each other. They represent the best of their peers drawn from national skills competitions across the globe.

WorldSkills was founded in 1950 and currently has members from 86 countries/regions, with efforts constantly being made to expand the membership. In 1973, President Richard Nixon recognized SkillsUSA (then known as VICA) as the official organization representing the United

States. Only one organization may represent a country in the official delegation and certify that country's international competitors.

SkillsUSA appoints one official delegate and one technical delegate to the governing body of the WorldSkills organization, called the Member Assembly. A technical expert from the United States is appointed to each competition in which the United States competes and is responsible for working with technical experts from other countries to organize, conduct, and judge that competition.

WorldSkills USA Team Selection Procedures and Criteria

1. SkillsUSA will only compete in those WSC competitions for which it has a well-qualified competitor, a well-qualified technical expert, and adequate industry-funded support for conducting qualifying trials, advanced training and general operating costs of the WorldSkills USA competitor and expert.
2. The selection process for WorldSkills USA will be based on eligibility (age and continuing education/work), scores from previous years' SkillsUSA Championships, and other criteria established by SkillsUSA and the respective experts and committees for each competition.
3. WorldSkills USA competitors may not turn 23 years of age or older during the calendar year of the WSC. (Exceptions apply for the two-member Mechatronics team and Aviation Technology competitors, who may be 25 years old.)
4. Only students continuing their education and/or currently working in the skill area of the international competition for which they are being considered will be eligible.
5. Advanced training may require competitors to travel to receive training. Competitors will not be expected to pay for their training or travel without adequate financial support.
6. WorldSkills USA members are required to attend all webinars, trainings, orientations, and promotional meetings scheduled by SkillsUSA prior to departure for the WSC.
7. State SkillsUSA directors and advisors of those candidates who are being considered will be notified. If their student is chosen, they will be notified, and the student will be paired with a technical expert.
8. Individual training programs and schedules will be developed and will begin as soon as possible after the identification of the competitor and once funding is secured.



Member Benefits Usage Policy

Effective Date: November 2025

PURPOSE

This policy ensures SkillsUSA member benefits are used in a manner that upholds the integrity of membership, protects SkillsUSA's intellectual property, and supports continued program quality at the local, state, and national levels. Maintaining individual membership access reinforces the value of membership and ensures all advisors and students receive equal support and recognition.

POLICY

Member benefits are annual resources provided exclusively to advisors and students who join SkillsUSA. These benefits are intended to assist advisors in delivering high-quality programs and experiences for their students throughout the membership year.

SkillsUSA Technical Standards are a benefit of SkillsUSA membership and are available to registered SkillsUSA members. In addition, each advisor and student who register as members receive access to other member-only materials. The SkillsUSA Technical Standards and all member-only materials are considered proprietary intellectual property of SkillsUSA.

Member-only resources may not be posted, uploaded, published, or otherwise made available on websites, shared drives, public-facing platforms, social media, or other locations where they can be accessed by individuals who are not authorized members. This includes posting resources in a manner that allows access through public or unrestricted links.

To preserve fairness and maintain the professional value of SkillsUSA membership, each advisor and student should obtain their own membership to access materials and benefits directly.

ENFORCEMENT

Advisors or schools found to be sharing or distributing member-only resources or otherwise misusing SkillsUSA intellectual property without appropriate membership may lose access to the SkillsUSA Technical Standards and other member benefits. SkillsUSA reserves the right to review access records and take corrective action as necessary to maintain compliance with membership terms.