

EXCELLENCE AWARDS 2020

The AITD Excellence Awards are back for 2020! Coveted by companies across Australia and beyond, these annual awards recognise the best and the brightest in the learning and development space.



2020 CATEGORIES

- Best Use of Gamification/Simulation for Learning
- Best Leadership Development Program
- Best Use of Technology for Learning
- Best Blended Learning Solution
- Best Talent Development Program
- Best Diversity and Inclusion Program
- Best Onboarding/Induction Program
- Best Learning Culture in an Organisation
- Dr Alastair Rylatt Award for L&D Professional of the Year

Who can apply?

Anyone can apply but at least one of the project contributors must be a current AITD member (either an individual member or a person specifically named on a corporate membership).

Is my learning program eligible?

The work associated with the submission must have been substantially designed within or for Asia Pacific and must have been completed within the last 3 years. If you are submitting a program that was designed for a third party, the user/client must give authorisation for the program to be entered in the awards.

When is the deadline?

Submissions for the awards will close at 5pm AEST on Friday, 29 May 2020. This deadline is final and no extensions will be given. Upon submission, you will be invoiced for the application fee. Payment must be received within 7 days.

What makes a good entry?

The judges are looking for an innovative, learner-focused, strategically aligned learning initiative. You need to be able to succinctly explain the end-to-end rationale of your program.

How do I apply?

Go to aitd.awardsplatform.com, set up an account and begin completing the application.



SPECIFIC AWARD CRITERIA

Business Needs

What was the impetus for this learning initiative? This sets the context for the judges. Ask yourself if there is evidence of a tangible need? For example, there may have been a stakeholder survey, research or a consultation process which demonstrates the need for this initiative.

Strategic Alignment

Explain the alignment between this learning initiative and your business strategy. The judges will want you to support this with evidence of alignment to, and integration with, organisational strategy, business goals, individual development or other strategy.

Design

How does the design of the learning initiative support individual learning objectives and organisational strategy? The judges are looking for you to explain specifically why you chose to design your learning initiative in the way that you did. Were there any design considerations, constraints, innovations or limitations?

Delivery

Explain how the learning initiative was delivered to meet participant and organisational needs. The judges are keen to hear why you chose to deliver your training in the way that you did. Provide evidence of how the delivery of the learning is accessible and engaging.

Measurable Impact

You will need to explain how the impact was evaluated, what metrics were chosen and why, as well as detailing any unexpected findings. You should be able to demonstrate an understanding of different evaluation methodologies and a conscious decision about how and what to evaluate. Attach evidence such as stakeholder surveys, feedback, evaluation reports and return on investment.



TOP TIPS

Do not leave the application to the last minute as it will take time to familiarise yourself with the system and complete your submission.

Focus on the specific award criteria as this is what the judges will be assessing. If you haven't answered this succinctly, it won't matter how many eye-catching attachments you have added!

Allow plenty of time to re-read your entry, spell check, double check the attachments and ensure you are submitting in the right category.

Video summaries will not be viewed by judges so don't delay in submitting your entry if you're waiting for a video. Videos can be submitted after the deadline to be used in the awards ceremony and for promotional purposes.

If you have just launched your program, it may be better to wait and submit your entry next year when you have had time to measure the impact.