



**Institute for  
Learning &  
Performance**  
Asia Pacific

# 2022 Awards Guides

## Learning Impact Awards

The highest recognition for  
learning and development  
professionals across Asia Pacific



**Strength,  
Confidence &  
Credibility**

Nominations Close 9<sup>th</sup> December 2022  
[ilpasiapacific.com/awards](https://ilpasiapacific.com/awards)

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# Introducing the ASIA PACIFIC LEARNING IMPACT AWARDS

Now more than ever in this rapidly changing and competitive market, organisations are realising the importance of the L&D role and how it plays a significant role in helping them achieve their strategic goals and enhance organisational performance.

The Institute for Learning & Performance would like to acknowledge the learning and professionals who are achieving great results through their learning initiatives and positively impacting their organisations or clients.

We launched the Asia Pacific Learning Impact Awards (APLIAs) in 2008 to celebrate these achievements and recognise the individuals and teams who have made a significant impact on the learning and development industry.

Each award is independently judged by a panel of industry leaders. Submissions are assessed for:

- Collaboration
- Analysis
- Innovation
- Learning Impact
- Sustainability

Best of luck, the panel and I look forward to reviewing your submissions.



Kerry Brocks  
CEO & Founder,  
Asia Pacific Institute of Learning & Performance

# Now is your time to SHINE!

The Asia Pacific Learning Impact Awards (ALIAs) are open to all learning and development professionals and teams.

In 2022, we have eleven award categories, recognising the changing learning environment in which learning professionals operate.

## **Award Categories:**

1. Learning Professional of the Year
2. L&D Rising Star
3. Learning Consultant of the Year
4. L&D Manager of the Year (NEW)
5. Learning & Development Provider of the Year
6. Registered Training Provider of the Year (NEW)
7. L&D Team Excellence Award
8. Learning Solution of the Year – Internal
9. Learning Solution of the Year – External
10. Learning Solution of the Year – RTO (NEW)
11. Onboarding Solution of the Year
12. Diversity & Inclusion Learning Initiative
13. Lifetime Achievement Award



## **This year we are introducing two Inaugural Scholarships:**

- Paul Rasmussen Memorial Scholarship
- L&D Rising Star Scholarship

Your nomination for one or more ALIAs demonstrates your commitment to excellence in learning and development.

# Timelines

Share your achievement and you could be named as one of our APLIA winners.

Date	Action
Monday, 9 <sup>th</sup> May 2022	Submissions Open
Friday 9 <sup>th</sup> December 2022	Submissions Close
Friday 27 <sup>th</sup> January 2023	Judging Completed
Monday 6 <sup>th</sup> February 2023	Finalists Advised
Friday 10 <sup>th</sup> March 2023	Winners announced
TBA (October)	Public Announcements

# Entry submissions



Entering the Asia Pacific Institute for Learning & Performance gives you a chance to:

- Review the results you have achieved and be immensely proud
- Showcase the quality of your learning and development initiatives
- Give your organisation or business credibility and a broader profile

The submission process is straightforward:

## Entry Checklist

1. Your application addresses the criteria for the award
2. The application is lodged on or before the due date
3. Your application may be supported with further evidence, e.g., testimonials, a sample of your initiative, statistics, etc.

## Entry Costs

- ILP Members \$97
- Non-members & Guests \$197 (includes a six-month Associate Membership)

# Award nomination process

**Once you have selected the award/s you wish to apply or nominate someone for; the nomination process is simple:**

**Step 1.** Complete the [online nomination form](#) with your details

**Step 2.** Prepare your award submission, including any supporting documentation, ensuring you address the selection criteria

**Step 3.** Email your nomination to [awards@ilpasiapacific.com](mailto:awards@ilpasiapacific.com)  
Please title your email 'APLIA Nomination: [Name of the Award], [your name].'

**Note:**

- Word limits do not include supporting materials.
- Applications are to be provided as PDFs.
- All submissions are treated as confidential.

**Things to consider when submitting your application:**

- ILP and non-ILP members are welcome to submit award applications.
- We invite you to carefully review the award description and criteria before applying. There may be more than one award that may suit your needs. If suitable, you can apply for several awards.
- When providing your submission/s, be sure to address the award's specific criteria for each submission.
- If you are unsure or unclear as to which award would best suit you or your organisation, please contact us at [awards@ilpasiapacific.com](mailto:awards@ilpasiapacific.com), and we will assist you.

**Applications close Friday 9<sup>th</sup> December 2022**  
**Finalists and nominees will be advised by Monday 6<sup>th</sup> February 2023**





# Awards & Submission Criteria

# Learning Professional of the Year

Awarded to an individual (employed or contractor) who has shown outstanding skill, professionalism and exceptional results through their learning initiatives. Judges are looking for an exceptional individual who has demonstrated their commitment to learning and development, is innovative in their approaches (design and/or delivery), continually exceeds stakeholders' expectations, and is passionate about helping achieve real impact from their learning initiatives.

## **Submission Requirements**

The judges will review each nomination based on the following areas:

### **Overview**

Please provide a description of the nominee's role, how they stand out and the contributions and achievements the nominee has made to your business, with learning and development initiatives over the last 12 months. (Maximum 300 words)

### **Description**

The focus of this award is on the nominee's professionalism and capabilities to produce quality L&D initiatives that exceed stakeholder expectations and differentiates their performance from other L&D professionals.

Submissions must include evidence of the nominee's subject matter expertise and their design and/or delivery of learning initiatives (focusing on innovative and learner-led methodologies). Explain why the nominee should be recognised as the Learning Professional of the Year. Their contribution to the L&D community will also be taken into consideration. (Maximum 300 words)

### **Impact**

Please provide an overview of the key outcomes (including the impact on both their learners and organisation/client) that the nominee has achieved over the past year through their L&D initiatives. Include how they have met or exceeded their stakeholder expectations and any influence they have had on peers and why they should be awarded this prestigious honour. (Maximum 700 words)

### **Interview**

If the nominee is shortlisted, they (or who nominated them) may be interviewed by the judges to explore more about their role and contributions.

# L&D Rising Star

The L&D Rising Star Award is awarded to an individual who has demonstrated exceptional potential and is significantly impacting their organisation or clients. Nominees must have three or fewer years of experience in the learning and development industry.

Judges are looking for someone who shows passion and innovation and stands out amongst their peers. A third party can nominate submissions.

## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please describe your (or the nominee's role) and what differentiates them from others with similar experiences. (Maximum 300 words)

### Description

Describe the key learning and development initiatives you (or the nominee) have been involved in. How have you demonstrated innovation with your learning designs and/or delivery, ongoing self-improvement, and managed the expectations of learners and stakeholders? (Maximum 300 words)

### Impact

Please provide an overview of your (or the nominee's) achievements over the past 12 months, including how you have exceeded the expectations of learners and stakeholders. Please provide examples of results or successes they have achieved. (Maximum 500 words).

### Interview

If the nominee is shortlisted, the person who nominated them may be interviewed by the judges to explore more about their role and contributions.



We are excited to announce that the winner of this category will also receive the ILP Rising Star Scholarship (i.e. 10893NAT Cert IV in Learning Design & Facilitation free enrolment valued at \$2997).

# Learning Consultant of the Year

Awarded to an individual consultant (employed or contractor) who has shown outstanding skill, professionalism, and exceptional results through their consulting skills. Judges are looking for an exceptional individual who can demonstrate how they have used initiative and work through challenging issues to support their client's or organisation's learning and development strategy.

Judges are looking for someone who is committed to learning and development, is innovative in their approaches (design and/or delivery), continually exceeds stakeholders' expectations, and is passionate about helping achieve real impact from their consultancy strategies. The nominee can self-nominate or can be nominated by a third party.

## **Submissions Requirements**

The judges will review each nomination based on the following areas:

### **Overview**

Please provide an overview of the nominee's role and achievements that have achieved successful outcomes for the organisation. (Maximum 300 words)

### **Description**

The focus of this award is on the nominee's professionalism, how they have met stakeholders' expectations and how they have gained trust by providing information and advice in a professional and creditable manner.

Nominations must include evidence of their consulting approach and how this has contributed to the organisation's success of its learning and development strategy and initiatives. (Maximum 300 words)

### **Impact**

Please provide an overview of the key outcomes that the nominee has achieved over the past year through their consulting. Include how they have met or exceeded their stakeholder expectations and any influence on the learning and development outcomes. (Maximum 700 words)

### **Interview**

If the nominee is shortlisted and has self-nominated, judges may need to interview their client or organisation representative to explore more about their role and contributions.

# L&D Manager of the Year

This award recognises an individual that demonstrates outstanding leadership within an internal L&D team.

Judges are looking for evidence of this person playing a pivotal role in learning and development initiatives with a strong focus on learner and organisation needs.

## Submissions Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview of the nominee's role and achievements that have achieved successful outcomes for the organisation. (Maximum 300 words)

### Description

Nominations should include a description of their role, achievements, and initiatives that the person has achieved in the last 24 months and be supported by both the employer and team members. The submission can be self-written or nominated by a third party. (Maximum 300 words)

### Impact

Provide an overview of the key performance metrics and outcomes (including the impact on both learners and the organisation). Please include examples of how they have exceeded their stakeholders' expectations and the influence they've had on the organisation. (Maximum 500 words)

### Interview

If this nominee is shortlisted, (they (or who nominated them) will be interviewed by the judges to explore more about their role and contributions.



# L&D Provider of the Year



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Awarded to an individual or organisation delivering learning initiatives to external clients, who demonstrate innovation, reliability, and the impact provided by their initiatives.

Judges will be looking for the value and support the learning provider has offered their client/s, their delivered solutions, and their impact on the client's business.

## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview of the services and value you offer as a learning provider and what makes you deserve to be recognised as Learning Provider of the Year. (Maximum 300 words)

### Description

The focus of this award is how you have demonstrated innovation and continual positive impacts from your L&D initiatives. Judges will be seeking evidence of what sets you as a learning provider apart from others and proof of your service and value to clients, your learning solutions, and support provided to the learners and organisation/s throughout the learning process. Client references will also be needed to support this nomination. (Maximum 500 words)

### Impact

Provide an overview of your initiatives' key outcomes and direct results (both short and long-term) for the learners and client organisations. Include why you believe your services and solutions for clients put you ahead of your industry peers and competitors. (Maximum 300 words)

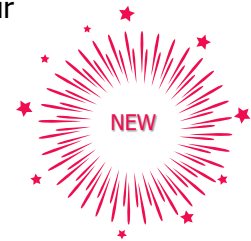
# RTO Provider of the Year



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Awarded to an outstanding Registered Training Organisation delivering customised training programs in partnership with industry where the collaboration shows leadership to external clients, who demonstrate innovation, reliability, and the impact their initiatives provide.

Judges will be looking for Industry-leading vocational and education and training practices showcasing the innovation of their training products and services.



## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview of the services and value you offer as a registered training organisation and what makes you deserve to be recognised as Registered Training Provider of the Year. (Maximum 300 words)

### Description

The focus of this award is how you have demonstrated innovation and continual positive impacts from your industry collaboration. Judges will be seeking evidence of what sets you as a registered training provider apart from others and proof of your service and value to clients, your customised program, and support provided to the learners and organisation/s throughout the entire learning process. Client references will also be needed to support this nomination. (Maximum 500 words)

### Impact

Provide an overview of your initiatives' key outcomes and direct results (both short and long-term) for the learners and client organisations. Include why you believe your services and solutions for clients put you ahead of your industry peers and competitors. (Maximum 300 words)

# L&D Team Excellence Award

Awarded to a learning and development team within an organisation (private or public sector) that provides outstanding learning and development services and results for their organisation.

Judges will be looking for high-quality service, the team's impact on their organisation's goals, and innovative learning initiatives that provide real value and sustainable results.

## **Submissions Requirements**

The judges will review each nomination based on the following areas:

### **Overview**

Please provide an overview of how your team has contributed to the organisation's goals, the learning culture, and why you believe the team showcases excellent learning practices. (Maximum 300 words)

### **Description**

Please describe how the nominated team identifies learning needs, how and what solutions were developed, the service delivery, stakeholder engagement, and the influence their learning solutions have had on the learning culture and their organisation. (Maximum 500 words)

### **Impact**

Please provide evidence of how the team's practices have impacted their organisation. Include results to the learners and the organisation, their critical achievements over the last 12 months, and why you believe the nominated team delivers excellent learning practices. (Maximum 300 words)





Ideas

Vision



Innovation

DO

creative  
concept

es!

# Learning Solution of the Year – Internal



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Learning Solution of the Year- Internal award is for individuals or organisations that have delivered a significant learning initiative or program that has achieved exceptional results for their organisation. The judges will be looking for substantial performance improvements and contributions that made the solution successful.

## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview of the stakeholders' requirements and expectations and the solution that the nominee identified. (Maximum 300 words)

### Description

Please describe how the learning needs were identified, how you engaged your stakeholders, how the entire learning process was managed, the support provided to ensure successful implementation, and why this solution provided value to the organisation and exceeded expectations. (Maximum 500 words)

### Impact

Provide evidence of the critical success measures, the learner and business impact over time, and feedback from stakeholders. (Maximum 400 words)

# Learning Solution of the Year – External



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The Learning Solution of the Year- External award is for individuals or organisations that have delivered a significant learning initiative or program that has achieved exceptional results for their client/s. The judges will be looking for substantial performance improvements and contributions that made the solution successful.

## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview of the stakeholders' requirements and expectations and the solution that the nominee identified. (Maximum 300 words)

### Description

Please describe how the learning needs were identified, how you engaged your stakeholders, how the entire learning process was managed, the support provided to ensure successful implementation, and why this solution provided value to the organisation and exceeded expectations. (Maximum 500 words)

### Impact

Provide evidence of the critical success measures, the learner and business impact over time, and feedback from stakeholders. (Maximum 400 words)

# Learning Solution of the Year – RTO



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Learning Solution of the Year- RTO award is for individuals or organisations that have delivered a significant training initiative or program that has achieved exceptional results for their client/s and students. The judges will be looking for substantial performance improvements and contributions that made the solution successful.

## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview of the stakeholders' requirements and expectations and the solution that the nominee identified. (Maximum 300 words)

### Description

Please describe how the learning needs were identified, how you engaged your stakeholders, how the entire learning process was managed, the support provided to ensure successful implementation, and why this solution provided value to the organisation and exceeded expectations. (Maximum 500 words)

### Impact

Provide evidence of the critical success measures, the learner and business impact over time, and feedback from stakeholders. (Maximum 400 words)



# Onboarding Solution of the Year



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This Award is for organisations or consultants who have designed and delivered an innovative and effective orientation program or initiative.

Judges will be looking for an innovative approach to onboarding employees that is cost-effective, has a positive business impact, and delivers precise results.

## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview of the structure and goals of the onboarding initiative and why you believe it is an innovative approach. (Maximum 300 words)

### Description

Describe how this new initiative differs from how employees were previously onboarded and its difference to the employees and the organisation. Explain how the program was implemented, how the stakeholders were involved, and why the solution is an improved and more cost-effective approach. (Maximum 500 words)

### Impact

Please provide detail of the real impact of the initiative in terms of production time, employee satisfaction, and meeting stakeholders' expectations. Include metrics or data analysis to show the outcomes. (Maximum 300 words)

# Diversity & Inclusion Learning Initiative



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This award will recognise an individual or organisation leading the way in developing a diverse and inclusive learning initiative through their programs and practices.

## Submission Requirements

The judges will review each nomination based on the following areas:

### Overview

Please provide an overview and goals of your diversity and inclusion initiative and why you believe it is an innovative approach. (Maximum 300 words)

### Description

Describe the process and practices of your diversity and inclusion program. initiative and how it supports a culture of inclusion. (Maximum 700 words)

### Impact

Please provide detail of the real impact of the initiative in terms of how it contributed to the organisation's goals, outcomes, and success measures. (Maximum 300 words)

# ILP Lifetime Achievement Award



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The ILP Lifetime Achievement Award will be awarded to an outstanding L&D professional who has made significant contributions to their stakeholders and the L&D profession. The recipient will be innovative in their approach, a thought leader, and respected by the L&D community.

We are looking for someone who has demonstrated their passion and vision for learning, created a real impact, and has made significant contributions to our industry. They are role models and an inspiration to anyone in learning and development.

Judges will be looking for someone who made significant contributions to the learning and development industry. A third party must nominate the nominee.

## **Submission Requirements**

Please provide an outline of why you believe the person being nominated deserves to be recognised for their achievements and the contributions they have made to the L&D profession. Include references from clients or stakeholders and L&D peers. (Maximum 500 words)

# Paul Rasmussen Memorial Scholarship



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## About Paul Rasmussen

Paul was an insightful individual who had depth and breadth and it crossed over both the L&D and VET Sectors. His analysis of current and emerging trends in vocational education and training, learning, and development, was exceptional. The absence of his voice is still felt by many today.

Through his prolific writing and speaking engagements, Paul provided deep, unbiased analysis and insights praised for their uncompromising and thought-provoking style and their ability to focus on the issues of real importance on topical issues and the underlying structure and policy which supports them.

The scholarship that bears his name is established as an acknowledgment of his contributions to thought leadership and advocating for transformative thinking to support opportunities for VET and L&D professionals in Paul's name.

## Submission Requirements

750-word Article on the Inaugural Topic:

What are the current and emerging trends in vocational education and training, learning, and development?

Submissions should include two references from clients, stakeholders, or L&D/RTO/VET peers outlining why they believe the candidate deserves to be recognised for their achievements and their contributions to the L&D/VET profession.

The recipient of the Scholarship will receive **\$2,000.00** towards further study or undertake research projects to promote emerging trends in vocational education and training, learning, and development.

At the conclusion of 12 months either facilitate a Masterclass or present at the next year's conference.









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Phone 1300 768 660  
Email [awards@ilpasiapacific.com](mailto:awards@ilpasiapacific.com)  
PO Box 330, Greenslopes QLD 4120  
[www.ilpasiapacific.com](http://www.ilpasiapacific.com)

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