



**Institute for
Learning &
Performance**
Asia Pacific

2024 Awards Guide

Learning Impact Awards

The highest recognition for
learning and development
professionals across Asia Pacific



**Strength,
Confidence &
Credibility**

Nominations Close 12th July 2024
ilpasiapacific.com/awards

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Introducing the ASIA PACIFIC LEARNING IMPACT AWARDS



In today's rapidly evolving and fiercely competitive business landscape, organisations are increasingly recognising the pivotal role of Learning and Development (L&D) and its profound influence on their ability to attain strategic objectives and elevate overall organisational performance.

The Institute for Learning & Performance (ILP) proudly extends its appreciation to the dedicated professionals who are driving remarkable outcomes through their learning initiatives, thereby positively shaping the course of their respective organisations or clients.

In 2008, we introduced the Asia Pacific Learning Impact Awards (ALIAs) as a platform to celebrate these outstanding accomplishments and to honour the exceptional individuals and teams that have left an indelible mark on the field of learning and development.

Each award undergoes meticulous evaluation by an impartial panel comprised of highly successful industry experts. Submissions are thoroughly assessed in the following key areas:

1. Collaboration
2. Analysis
3. Innovation
4. Learning Impact
5. Sustainability

These criteria collectively serve as a testament to the remarkable achievements and contributions made by the nominees in the L&D industry.

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

A handwritten signature in black ink, reading 'Nicole Hill'.

Nicole Hill (née Grundy)
Chief Executive Officer
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 2024, we have thirteen 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
5. L&D Team Excellence Award
6. Learning & Development Provider of the Year
7. Registered Training Organisation (RTO) Provider of the Year
8. Learning Solution of the Year – Internal
9. Learning Solution of the Year – External
10. Learning Solution of the Year - RTO
11. Onboarding Solution of the Year
12. Diversity & Inclusion Learning Initiative
13. Lifetime Achievement Award

Timelines

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

Date	Action
Monday, 12 th February 2024	Submissions Open
Friday, 12 th July 2024	Submissions Close
Friday 9 ^h August 2024	Judging Completed
Wednesday 14 th August 2024	Finalists Advised
Thursday 17 th October, 2024	Winners announced at Gala Dinner
Thursday 24 th October	Public Announcements

Entry submissions

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

- Reflect on and take immense pride in your achieved results.
- Highlight the excellence of your learning and development initiatives.
- Enhance the credibility and expand the reach of your organisation or business.

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 | FREE |
| ▪ Non-members & Guests | FREE |

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:

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

Step 2:

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

Step 3:

Email any supporting information for your nomination to awards@ilpasiapacific.com. Please title your email 'ALIA Nomination: [Name of the Award], [your name].'

Note:

- Submissions can be submitted via the [online nomination form](#) or via email (awards@ilpasiapacific.com).
- Word limits do not include supporting materials.
- Supporting materials 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 encourage you to thoroughly examine the award description and criteria prior to submitting your application. It's possible that there may be multiple awards that align with your initiatives. If applicable, you are welcome to submit applications for multiple awards.
- When submitting your entries, please ensure that you address the unique criteria associated with each award you are applying for.
- If you have any uncertainties or need clarity about which award is the most suitable for you or your organisation, please reach out to us at awards@ilpasiapacific.com, and we will provide guidance and assistance.

Applications close Friday 12th July 2024
Finalists and nominees will be advised by Wednesday 14th August 2024





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 clear description of what the nominee (or you) does in their role, what makes them exceptional, and the ways they have helped their organisation or clients with learning and development initiatives in the last year. (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 600 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 presented to a person who has displayed remarkable potential and is making a significant difference in their organisation or for their clients. Nominees **must have less than three years of experience** in the learning and development field.

Our panel of judges is seeking someone who exhibits passion and creativity and distinguishes themselves from their colleagues. Submissions can also be made by a third party on behalf of a nominee.

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. Explain how you (or the nominee) have demonstrated your initiative with your learning solutions, 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.

The winner of this category will also receive the Kerry Brocks' Rising Star Scholarship (i.e. a complimentary enrolment for the 10893NAT Cert IV in Learning Design & Facilitation nationally accredited course 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 consulting role and initiatives that have resulted in successful outcomes for their or client's organisation. (Maximum 300 words)

Description

This award emphasises the nominee's professionalism, their ability to effectively involve stakeholders, their capacity to surpass expectations, and their skill in building trust by offering information and advice in a professional and credible 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 600 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 acknowledges an individual who exhibits exceptional leadership within an internal L&D team.

The judging criteria seek clear evidence of this person's central role in driving learning and development initiatives, with a strong emphasis on meeting the needs of both learners and the organisation.

Submissions Requirements

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

Overview

Please provide a summary of the nominee's position and their accomplishments that have led to successful outcomes for their team and organisation. (Maximum 300 words)

Description

Nominations should include a description of their role, their leadership style, achievements, and initiatives that the person has accomplished in the last 24 months and be supported by both their 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 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 500 words)

L&D Provider of the Year



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)

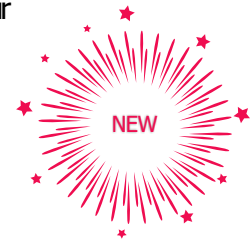
Impact

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

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)



Learning Solution of the Year – Internal



Learning Solution of the Year - Internal award is for individuals or teams within an organisation 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, learning needs or challenge, 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



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, the learning needs or challenge, 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



The Learning Solution of the Year - RTO award is for individuals or teams within a Registered Training Organisation 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, the learning needs or challenge, 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



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. Explain the need for this new initiative. (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 400 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 and explain how this it supports a culture of inclusion. (Maximum 600 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 400 words)

ILP Lifetime Achievement Award



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The ILP Lifetime Achievement Award is a prestigious recognition presented to an exceptional L&D professional who has made substantial contributions to their stakeholders and the L&D field. The recipient is known for their innovative thinking, is regarded as a thought leader, and enjoys immense respect within the L&D community.

We are seeking an individual who has passionately demonstrated a visionary approach to learning, leaving a lasting impact and substantial contributions in our industry. They serve as a role model and a source of inspiration for anyone involved in learning and development.

Our panel of judges will be scrutinizing nominees who have left a significant mark on the learning and development sector. To be eligible, **a third party must nominate** the candidate.

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 600 words)





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