**OUTSTANDING SKILLS DEVELOPMENT**

Presented to a **company based in Scotland** that has displayed **excellence in promoting skills development**. Evidence of a significant and sustainable contribution in increasing skills and the positive business outcomes achieved as a result should be demonstrated.

**This is open to companies** responsible for implementing a significant and sustainable contribution in increasing skills within the business and the positive business outcomes as a result.   
  
**THE JUDGING PANEL WILL GIVE CONSIDERATION TO:**

* Embedding good practices in determining evolving development needs and real innovation in addressing them.
* Ensuring that learning is widely available within the organisation to develop a culture of learning and the dissemination of good practice.
* Investing in people to build the right balance of capability, talent, and experience to be effective now and in the future.
* Creating competency-based career progression structures to ensure visibility of skills (both technical and soft skills) and behaviours needed to progress within the organisation and encouraging employee engagement in their own career development.
* Through the use of training needs analysis or similar appraisal processes, identify individual and team skills needs.
* The degree of innovative implementation of the good practices
* The sustainable nature of the contribution to increasing skills.
* Potential impact of the innovative skills development implementation to the life science industry
* Value created in more significant and sustainable skills development methods.

The training and development provided should encompass all or some of the following areas: Leadership/Management Development, Supervisory Skills, Technical Skills, Scientific/Laboratory Skills, Mentoring Skills, IT / Digital Skills.

The ability to offer a blended approach to training to ensure maximum employee engagement will be important.  This should include some or all the following:

* Formal classroom-based training (in-house or by an external provider)
* Mentoring
* E-learning platforms (especially for refresher training)
* On-the-job training
* External conference attendance
* Day release training *(leading to a recognised qualification)*
* Work Based learning e.g., Foundation Apprenticeship, Modern Apprenticeship and Graduate Apprenticeship training\*

**Entrants are not required to provide evidence for every point listed.**

**The following template is a guide to help entrants structure a comprehensive, and easy to follow submission. The entry form is to act as a guide only. Entrants are permitted to submit their entry as one section if preferred.**

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| **Name of Nominated Organisation:** | |
|  | |
| **Contact Details for Nominated Organisation:** | |
| **Name** |  |
| **Company** |  |
| **Address** |  |
| **Telephone** |  |
| **Email** |  |
| **BACKGROUND** can include examples of the items listed below.   * Clearly identify the **training programme, initiatives, cultural elements, leadership or management development** within the **company** which increases skills and positive business outcomes. * Detail the areas which the training and development encompasses (e.g. leadership/management development, supervisory skills, technical skills, scientific/laboratory skills, mentoring skills, IT / digital skills). | |
|  | |
| **DEVELOPMENT** can include examples of the items listed below.   * Detail any commercial success/positive business outcomes the skills development provides where relevant. * Give details of a blended approach to training to ensure maximum employee engagement for example. Refer to the list on page 1 where relevant. * Detail the investment in people made to the right balance of capability, talent and experience to be effective now and in the future. * Give detail of any competency-based career progression structures to ensure visibility of skills (both technical and soft skills) and behaviours needed to progress within the organisation an encouraging employee engagement in their own career development where relevant. | |
|  | |
| **INNOVATION** can include examples of the items listed below.  - Focus on the innovative elements of the advancements.  - Provide details of any potential impact of the technology/product/process to the life sciences sector.  - Give detail of the technology/product/process ability to change in size and scale.  - Focus on the good practices and innovative elements of developing it where relevant.  - Detail the potential impact of the training and development to the business and/or to the life sciences sector.  - Provide details and evidence of the training and development programme/culture ability to change in size and scale. | |
|  | |
| **EXECUTION AND RESULTS** can include examples of the items listed below.   * Clearly outline the result of the training and development implemented. * Give evidence of the training and development specifically helping employees/business process. * Describe how this may change the sector (e.g., development of techniques/standards, growth of life sciences sector within Scotland and/or internationally). * Highlight the result the training and development had on employee engagement. * Give detail on the training needs analysis or similar appraisal processes, include individual and team skills needs where relevant. | |
|  | |
| **Nominator Details:** | |
| Name |  |
| Company |  |
| Address |  |
| Telephone |  |
| Email |  |
| **The closing date for entries is 10 December 2023.** | |

*Definition of the “life sciences” sector includes the fields of human health (medicine, medical technology, pharmaceuticals, health informatics/connected health), biology and biotechnology (including industrial, marine, pharmaceutical, and agricultural biotechnology) and animal health (veterinary, pharmaceuticals).*

*Definition of a Scottish company/organisation is one which trade and employs staff in Scotland. This could be an established Scottish subsidiary of a multinational or a company with HQ in Scotland. The awards are made to the innovations and successes that originate from the Scottish facility.*