

Organisation

OTR ▶
2019 South Australian
Large Employer of the Year

Large Employer of the Year

The Large Employer of the Year award recognises a large enterprise that has achieved excellence in the provision of nationally recognised training to its employees.

Nationally recognised training refers to training based on a national training package or accredited course which results in a person receiving a formal qualification or Statement of Attainment issued by an RTO. This includes Australian apprenticeships.

Eligibility

To nominate for this award, an organisation must employ 200 or more full time equivalent employees.

The South Australian Training Awards will accept joint applications from:

- a GTO partnering with a host employer
- a host employer partnering with a GTO.

NB. Nominations will not be accepted from organisations that provide VET as their core business. These organisations may consider nominating for the Training Provider of the Year award.

2020 state winners of this category are nominated to enter a shortlisting process for the Australian Training Awards.

Preparing your application

Section A: Overview

This information will not be considered or used for shortlisting or judging purposes but may be used as a summary of your organisation throughout the awards process.

Provide a brief description of your business, including the products or services you offer, and any major milestones achieved.

(limit: 500 words)

Section B: Applicants will be judged against the following criteria:

Criterion 1: Extent and quality of training for employees

Criterion 2: Achievements of the business and its employees that can be attributed to training

Criterion 3: Integration of training into business planning

Criterion 4: Innovation and excellence in design and delivery of training

Criterion 5: Commitment to equity in training

Addressing the criteria

This information will be considered and used for shortlisting and judging purposes. Please be aware your responses to the criteria will be strengthened by including measurable results and appropriate indicators, including customer satisfaction data and other types of external validation.

The considerations listed under each criterion clarify what to include when addressing the criterion.

Criterion 1: Extent and quality of training for employees

Consider:

- your involvement in designing training specifically for your business, either alone or in partnership with training organisations
- the qualifications or courses your employees are undertaking
- your training expenditure as a percentage of annual payroll
- the percentage of your employees who are actively engaged in training
- hours per month (average) your employees spend in training
- how you integrate on-the-job and off-the-job training.

(limit: 800 words)

Criterion 2: Achievements of the business and its employees that can be attributed to training

Consider:

- how training has improved the productivity and wellbeing of your employees (briefly describe the personal training achievements of a few of your staff)
- how training has improved your relationships with clients
- how training has improved the productivity and profitability of your business
- how you measure the benefits of training
- how training will improve your business in the future.

(limit: 800 words)

Criterion 3: Integration of training into business planning

Consider:

- the training aims of your business
- the training culture you have established within your business
- how training fits into your workforce development and business planning
- how you have formalised an ongoing commitment to training
- how you find out about the training needs of your employees.

(limit: 800 words)

Criterion 4: Innovation and excellence in design and delivery of training

Consider:

- creativity, innovation and excellence in the design, development and delivery of training for your employees
- innovative methods you use to create positive relationships or partnerships with others to enhance the effectiveness of your training
- innovative approaches you use to encourage access to training for your employees (e.g. mentoring, e-learning, collaborative learning).

(limit: 800 words)

Criterion 5: Commitment to equity in training

Consider:

- training you have made available to employees who are from groups under-represented in employment, education and training (such as people with disabilities, indigenous people, people from non-English speaking backgrounds, people in older age groups, people living in remote areas)
- the number of those employees who have actively engaged in training
- the number of those employees who have actively trained for managerial or supervisory jobs
- the training programs that have been specifically designed for those employees.

(limit: 800 words)

Attachments

Up to ten (10) single sided A4 page attachments are permitted, with each attachment to be provided at a 100 per cent ratio, one document per page. Attachments should be referenced in your application.



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