



Skills Development Award

Purpose

This award recognises members that demonstrate excellence in developing workforce skills, creating learning opportunities, and building a culture of continuous professional growth that delivers measurable benefits for employees and the business.

1. Skills Development Strategy (20%)

Evidence of a clear and well-defined approach to workforce development that aligns with organisational goals.

Judges will look for:

- A documented skills development strategy
- Alignment between learning initiatives and business objectives
- Identification of current and future skills needs
- Leadership commitment to employee development
- Long-term workforce planning

2. Learning and Development Programmes (20%)

Evidence of high-quality programmes that support employee growth and capability building.

Judges will look for:

- Structured learning pathways and development frameworks
- Investment in training, mentoring, coaching, and professional development
- Accessibility of learning opportunities across the workforce
- Use of innovative learning methods and technologies
- Support for technical, leadership, and transferable skills

3. Employee Engagement and Inclusion (15%)

Evidence that skills development opportunities are inclusive, accessible, and valued by employees.

Judges will look for:

- Participation rates and employee uptake
- Programmes that support diverse employee groups
- Initiatives for apprentices, graduates, early-career professionals, or underrepresented groups
- Employee feedback and satisfaction measures
- A culture that encourages continuous learning

4. Innovation in Skills Development (15%)

Evidence of creative or forward-thinking approaches to workforce development.

Judges will look for:

- Innovative learning solutions or delivery methods
- Partnerships with educational institutions, industry bodies, or community organisations
- Digital learning platforms and technology-enabled development
- Programmes addressing emerging skills and future workforce needs
- Examples of best practice or industry leadership

5. Measurable Impact and Outcomes (20%)

Evidence that skills development activities have delivered tangible results.

Judges will look for:

- Improvements in employee capability and performance
- Internal promotion and career progression outcomes
- Employee retention and engagement improvements
- Productivity, quality, or service improvements linked to development initiatives
- Quantitative and qualitative evidence of impact

6. Sustainability and Future Readiness (10%)

Evidence that the organisation is building long-term capability and preparing its workforce for future challenges.

Judges will look for:

- Continuous improvement of learning programmes
- Investment in future skills and workforce resilience
- Succession planning and talent pipeline development
- Scalability and sustainability of initiatives
- Commitment to ongoing organisational learning

Submission Requirements

Entrants should provide:

- A summary of their skills development strategy
- Examples of key programmes and initiatives
- Data demonstrating participation and outcomes
- Employee testimonials or case studies
- Evidence of innovation and measurable impact

Eligibility Period

Activities undertaken within the last 24 months.

Word Limit

1000 words plus supporting evidence.

Closing Date

The closing date for entries is **5pm on Wednesday 9th September 2026**

NB

All applications **must** include the following basic information at the top of the first page; Name | Job Title | Company | Email Address | Telephone No.

Please send your completed entry and any supporting documentation to:

awards@chemical.org.uk

using the Award title in the subject line

All entries should be sent as a PDF file with any supporting documentation added as appendices