



<b>Award Category</b>	Training & Staff Development
<b>Company Name</b>	Enter company name here

The future of the property care industry is based on the skills of its people. Training and development provides employees with the key knowledge and skills that they need to perform their job, keeps staff motivated and helps them stand out from competitors as they grow in competence and expertise.

This award will be presented to a PCA member who has demonstrated excellence in training and development opportunities for their people. Judges will look for entries which demonstrate a broad-ranging and well-run training programme that delivers a positive impact on the overall performance of a business. As a guide, you may wish to consider the following points:

- The presence of a formal policy on employee training and development
- The person/department responsible for training within the organisation
- The budget allocated to the training plan/programme
- Induction programmes in place for new starters?
- Are staff encouraged to work towards professional qualifications?
- Are Investors in People or any similar initiatives in place?
- Average number of hours/days that staff are expected to spend in training annually
- Existence of an apprenticeship scheme
- Are sub-contractors expected to provide evidence of staff and/or operative training?
- How do you measure/evaluate training
- Has the training improved the quality of your product and/or service?

Outline and describe your entry fully – tell us how it meets the requirements of this category. Add supporting videos, photos, testimonials and documentation to support your entry and remember, you can submit more than one entry and enter more than one category.

**Deadline for submissions is midnight on Friday 26 April 2024.** Our judges will award scores based on the following criteria:

- **Inventiveness (up to 15 marks):** Assess this for originality? What is new or different?
- **Practicality (up to 10 marks):** Is the training policy practical, adopted and undertaken by many employees? Similarly for apprenticeship schemes?
- **Drivers (up to 10 marks):** What were the key drivers? What issues had to be overcome?
- **Impact (up to 10 marks):** Were any significant technical problems overcome? Was the resolution suitable/well considered? Will this training and development impact customers/their company/the industry as a whole?
- **Diffusion/Spread and Adoption (up to 5 marks):** If there is a unique approach, is there potential for this to be adopted by other companies?



Enter your text here (maximum 1,000 words)



All awards entries should be emailed to [lisa.nieddu@property-care.org](mailto:lisa.nieddu@property-care.org).