



The following is a detailed breakdown of the scoring model for the 2022 Training APEX Awards Program.

For the quantitative portion of the score, an applicant can score a maximum of 72 points.

The Application is divided into 5 different evaluation sections:

|   |         |
|---|---------|
| 1. TRAINING PROGRAM/SCOPE SECTION SCORE               | 21 pts. |
| 2. TUITION SECTION SCORE                              | 8 pts.  |
| 3. TRAINING INFRASTRUCTURE AND DELIVERY SECTION SCORE | 7 pts.  |
| 4. EVALUATION / METRIC SECTION SCORE                  | 16 pts. |
| 5. HR SECTION SCORE                                   | 20 pts. |

The maximum qualitative score is 52, with up to one bonus point awarded for the position on the previous year's list. That adds up to a total score of 125 (72+52+1).

**The following pages detail how each section of the application is scored quantitatively by an outside research company.**

Below, each section is detailed as to what questions will be scored and the values assigned to applicable responses.

## TRAINING PROGRAM/SCOPE SECTION SCORE

Questions:

|                      |                                      |   |
|----------------------|--------------------------------------|---|
| 2.2                  | Formal Programs (20 programs listed) | <ul style="list-style-type: none"> <li>• .10 is scored for each program when selected as “seldom”</li> <li>• .25 is scored for each program when selected as “often”</li> <li>• .5 is scored for each program when selected as “always”</li> </ul> <p>No score is awarded to any program for any other response; highest score for this section is 10</p>   |
| 2.3                  | Hours                                | <p>A calculation is performed to generate an “average” of hours of training for all employee categories (the sum of all the hours in section 2.3 divided by the 9 categories)</p> <p>Based on the “average” hours trained, a score is assigned as:</p> <ul style="list-style-type: none"> <li>• 1 point 20-40 hours</li> <li>• 2 points more than 40 hours</li> </ul>                                     |
| 2.4                  | Ratio of Trainers to Employees       | <p>Total trainer number {Q2.4} (FT and PT summed)</p> <p>Number of employees {2.14a+b}</p> <p>Based on the “ratio” result, a score is assigned as:</p> <ul style="list-style-type: none"> <li>• .5 point for 301-400 employees per trainer</li> <li>• 1 for 251-300 employees per trainer</li> <li>• 1.5 for 201-250 employees per trainer</li> <li>• 2 for 200 or fewer employees per trainer</li> </ul> |
| 2.6                  | Percent of Payroll                   | <p>Points are awarded for a percentage of payroll as provided:</p> <ul style="list-style-type: none"> <li>• 0 for less than 1%</li> <li>• 1 point for 1% to 3%</li> <li>• 2 for 3.1% to 7%</li> <li>• 3 for more than 7%</li> </ul>   |
| 2.62                 | Cost Savings                         | <p>Scoring is as follows:</p> <ul style="list-style-type: none"> <li>• 0 for less than 0.0001%</li> <li>• .5 point for 0.0001 to 0.49%</li> <li>• 1 for .5 to 1%</li> <li>• 1.5 for 1.1 to 3%</li> <li>• 2 for greater than 3%.</li> </ul>  |
| 2.63                 | L&D Decisions                        | <p>Scoring is as follows:</p> <ul style="list-style-type: none"> <li>• .40 point for each Always answer</li> <li>• .20 point for each Often answer</li> </ul> <p>2 points total</p>   |
| TOTAL POSSIBLE SCORE |                                      | 21 POINTS   |

## TUITION SECTION SCORE

Questions

|                      |                       |  |
|----------------------|-----------------------|--|
| 2.8                  | Tuition Participation | Points are awarded for tuition participation as provided: <ul style="list-style-type: none"> <li>• 0 for less than 0% or missing</li> <li>• .5 for less than 10%</li> <li>• 1 for 11-20%</li> <li>• 2 for 20% or more</li> </ul>   |
| 2.9                  | Maximum Tuition       | Points are awarded for a company's tuition reimbursement maximum. <ul style="list-style-type: none"> <li>• 0 for less than \$1,000</li> <li>• .5 for less than \$2,000</li> <li>• 1 for \$2,000 to \$5,250</li> <li>• 1.5 for more than \$5,250</li> <li>• 2 for no maximum</li> </ul>   |
| 2.10                 | Tuition Conditions    | Companies that respond as always for the questions of tuition prepaid, and materials included receive 1 point for each; often answers receive .5 points each<br><br>For questions a-d, g, h, companies that answer never to all of them receive an additional 2 points; otherwise, companies receive .25 points for never answers and .15 for seldom answers |
| TOTAL POSSIBLE SCORE |                       | 8 POINTS   |

## TRAINING INFRASTRUCTURE AND DELIVERY SECTION SCORE

Questions

|                      |                            |   |
|----------------------|----------------------------|---|
| 2.12                 | Do you have Infrastructure | 1 point is awarded to companies that respond Yes - they have an infrastructure AND a description is given in question 2.13. |
| 2.15                 | Delivery methods           | .5 point is awarded to each valid method (12 possible) that is selected as a delivery method<br>6 points                    |
| TOTAL POSSIBLE SCORE |                            | 7 POINTS  |

## EVALUATION / METRIC SECTION SCORE

Questions

|                      |            |  |
|----------------------|------------|--|
| 3.1                  | Evaluation | <p>1 point is awarded to a company for each of the following (4 points total):</p> <ul style="list-style-type: none"> <li>• Return on Value</li> <li>• Return on Investment</li> <li>• Balanced Scorecard</li> <li>• Six Sigma</li> </ul> <p>.5 point is awarded each for Kirkpatrick Level 1 and 2; 1.25 point for Level 3 and 1.75 for Level 4 (4 points total)</p> <p>1 point is awarded for an additional evaluation program mentioned as an "other"</p> <p>Total for section (4 + 4 + 1 =9)</p> |
| 3.2                  | Metrics    | .5 point is awarded to a company for each Business Metric used, including a valid "other" (14 total, so 7 points total)  |
| TOTAL POSSIBLE SCORE |            | 16 POINTS  |

## HR SECTION SCORE

Questions

|     |   |  |
|-----|---|--|
| 3.3 | Competency maps                                     | 3 points are awarded if the company indicates it uses competency maps  |
| 3.4 | Compensation tied to development of direct reports? | 2 points are awarded to a company that ties manager compensation to development of direct reports  |
| 3.5 | Employee satisfaction or climate surveys            | 3 points are awarded if the company uses a climate survey or employee satisfaction survey  |
| 3.6 | Average length of service                           | <p>2 points are awarded to an entry if the average length of service for its employees is more than 10 years</p> <p>1 point is awarded to an entry if the average length of service for its employees is between 5 and 10 years</p>                                |
| 3.8 | Turnover  | <p>3 points are awarded to an entry if its reported turnover rate is less than 10%</p> <p>2 points are awarded to an entry if its reported turnover rate is less than 25%</p> <p>1 point is awarded to an entry if its reported turnover rate is less than 50%</p> |
| 3.9 | Job openings filled by internal candidates          | <p>A company is awarded point values based on the % that job openings were filled by internal candidates as follows:</p> <ul style="list-style-type: none"> <li>• .5 if 1-25%</li> <li>• 1 if 26-50%</li> </ul>  |

|                      |   |  |
|----------------------|---|--|
|                      |   | <ul style="list-style-type: none"> <li>• 2 if 51-75%</li> <li>• 3 point if more than 75%</li> </ul>  |
| 3.10                 | Percentage of new hires referred by employees | <p>A company is awarded point values based on the % that new hires were referred:</p> <ul style="list-style-type: none"> <li>• .5 if 1-25%</li> <li>• 1 if 26-50%</li> <li>• 1.5 if 51-75%</li> <li>• 2 point if more than 75%</li> </ul>        |
| 3.11                 | Company growth                                | <p>A company is awarded point values based on the % of new hires vs. overall employees:</p> <ul style="list-style-type: none"> <li>• .5 if 1-10%</li> <li>• 1 if 11-20%</li> <li>• 1.5 if 21-30%</li> <li>• 2 points if more than 30%</li> </ul> |
| TOTAL POSSIBLE SCORE |   | 20 POINTS  |

**BONUS SCORE FOR PREVIOUS YEAR'S RANKING:**

- .25 point for ranking 100-76
- .50 point for ranking 75 to 26
- 1 point for ranking 25 to 1