



**2023 TRAINING APEX AWARDS APPLICATION QUANTITATIVE CHANGES:**

**Q2.2** (no effect on score): Removed Describe your approach from all categories.

**Q2.4** Changed scoring criteria and points on trainer/employee ratio:

Total trainer number {Q2.4} (FT and PT summed)

Number of employees {2.14a+b}

Based on the “ratio” result, a score is assigned as:

- .5 point for 301-400 employees per trainer
- 1 for 251-300 employees per trainer
- 1.5 for 201-250 employees per trainer
- 2 for 200 or fewer employees per trainer

**Deleted Q2.61 and renumbered Q2.62a and b to be Q2.61a and 2.61b**

**CHANGED SCORING ON TUITION SECTION:**

Took Q2.8 and Q2.9 down from maximum of 2 points each to 1 point each and changed the criteria numbers and point allocations for both.

Decreased maximum points for letters e and f from 1 point to .25 for Always and from .5 to .15 for Often answers.

**Questions**

2.8	Tuition Participation	Points are awarded for tuition participation as provided: <ul style="list-style-type: none"> <li>• .5 for less than 5%</li> <li>• .75 for 6-10%</li> <li>• 1 for 11% or more</li> </ul>
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2.9	Maximum Tuition	<p>Points are awarded for a company's tuition reimbursement maximum.</p> <ul style="list-style-type: none"> <li>• 0 for less than \$1,000</li> <li>• .25 for less than \$2,000</li> <li>• .5 for \$2,000 to \$5,250</li> <li>• .75 for more than \$5,250</li> <li>• 1 for no maximum</li> </ul>
2.10	Tuition Conditions	<p>Companies that respond as always for the questions of tuition prepaid (e), and materials included (f) receive .75 point for each; often answers receive .25 point each</p> <p>For questions a-d, g, h, companies receive .25 points for never answers and .15 for seldom answers</p>

**ADDED NEW SECTION TO TUITION SECTION:**

<b>2.10b Please indicate the extent to which your organization pays for the following:</b>					
	Pays 100% for all	Pays a portion for all	Pays 100% for some	Pays a portion for some	Does not pay for
a. Internal certifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. External certifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Certificate or eBadge programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Licensure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Continuing education credits/courses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Repayment of student loans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SCORING:**

- .5 for pays 100% for all
- .25 for pays a portion for all
- .25 for pays 100% for some
- .15 for pays a portion for some

- 0 for does not pay for at all  
(MAXIMUM 3 POINTS)

**CHANGED INFRASTRUCTURE SECTION NAME AND QUESTION (worth 1 point) AND RENUMBERED**

Q2.12 now reads:

**2.12 TRAINING TECHNOLOGY SYSTEMS & DELIVERY: Please indicate which types of technology systems you use to support the delivery and management of training and development at your organization?**

- Learning Management System  Yes  No
- Talent Management System  Yes  No
- Workforce Management System (i.e., WorkDay)  Yes  No
- Employee Performance Support System  Yes  No

**SCORING:**

.25 point for each Yes answer  
(MAXIMUM 1 POINT)

**REWORDED LAST 3 QUESTIONS IN SECTION 2.13 (AND ELIMINATED 2 QUESTIONS). No points awarded/no scoring affected.**

<b>2.13 Please provide some additional information about your organization’s training sessions:</b>	
How many people are employed by the organization for which you are filling out this application (i.e., if your organization is global, but you are filling out the application for the U.S. division, only give the number of U.S. employees)?	
How many independent contractors or franchisees also work for the organization for which you are filling out this application?	
How many TOTAL employees and independent contractors/franchisees are trained overall annually at your organization (this includes classroom, online, mobile, etc., training sessions)?	
What percentage of your training programs are delivered solely	
What percentage of your training programs are delivered completely <b>virtually</b> (including online, live Webinar, videoconference, mobile, etc.)?	
What percentage of your training programs are delivered in a <b>blended format</b> ?	

**IN HUMAN RESOURCES SECTION:**

**REMOVED COMMENTS SECTIONS FOR Q3.3, 3.4, AND 3.5 (no effect on scoring)**

**CHANGED SCORING CRITERIA FOR Q3.6 LENGTH OF SERVICE:**

3.6	Average length of service (2 points)	2 points are awarded to an entry if the average length of service for its employees is more than 7 years  1 point is awarded to an entry if the average length of service for its employees is between 3 and 7 years
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**2023 TRAINING APEX AWARDS APPLICATION QUALITATIVE SCORING CHANGES:**

**ELIMINATED THE INNOVATION SECTION FROM 2.15 (NOW RENUMBERED TO BE 2.14) AND CHANGED SECTION 2.0 TO THE FOLLOWING 2 QUESTIONS:**

**2.0a SUMMARY: Please explain the Top 3 compelling reasons why your organization should be named to the 2023 Training APEX Awards list—what sets it apart from an employee learning and development/training perspective. And provide a measurable outcome that substantiates one of the reasons.**

**(WORD LIMIT: 200 WORDS FOR EACH REASON; 100 WORDS FOR THE OUTCOME)**

**Reason 1:**

**Reason 2:**

**Reason 3:**

**Detail a measurable outcome (can be an L&D/training OR business outcome) that substantiates one of the reasons:**

**SCORING:**

.15 for a somewhat compelling reason

.25 for a very compelling reason

.25 for a measurable outcome that substantiates one of the reasons

**(MAXIMUM 1 POINT)**

**2.0b INNOVATION: Please provide an example of training innovation overall, of a first-time training innovation at your company, and a training innovation you pioneered in your industry, along with an L&D/training OR business outcome for each.**

**(WORD LIMIT: 400 WORDS TOTAL)**

**Describe something innovative your organization did with training in the last year (can pertain to facilitation, delivery, evaluation, content development, specific program, etc.):**

**Detail the outcome (can be an L&D/training OR business outcome):**

**(WORD LIMIT: 400 WORDS TOTAL)**

**Describe something innovative your organization did with training in the last year that it had never done before:**

**Detail the outcome (can be an L&D/training OR business outcome):**

**(WORD LIMIT: 400 WORDS TOTAL)**

**Describe something innovative your organization did with training in the last year that no one else in your industry is doing:**

**Detail the outcome (can be an L&D/training OR business outcome):**

**SCORING:**

.25 for somewhat innovative, .5 for very innovative, .75 for incredibly innovative

.25 for including a specific, measurable outcome (can be an L&D/training OR business outcome)

**(MAXIMUM 3 POINTS)**