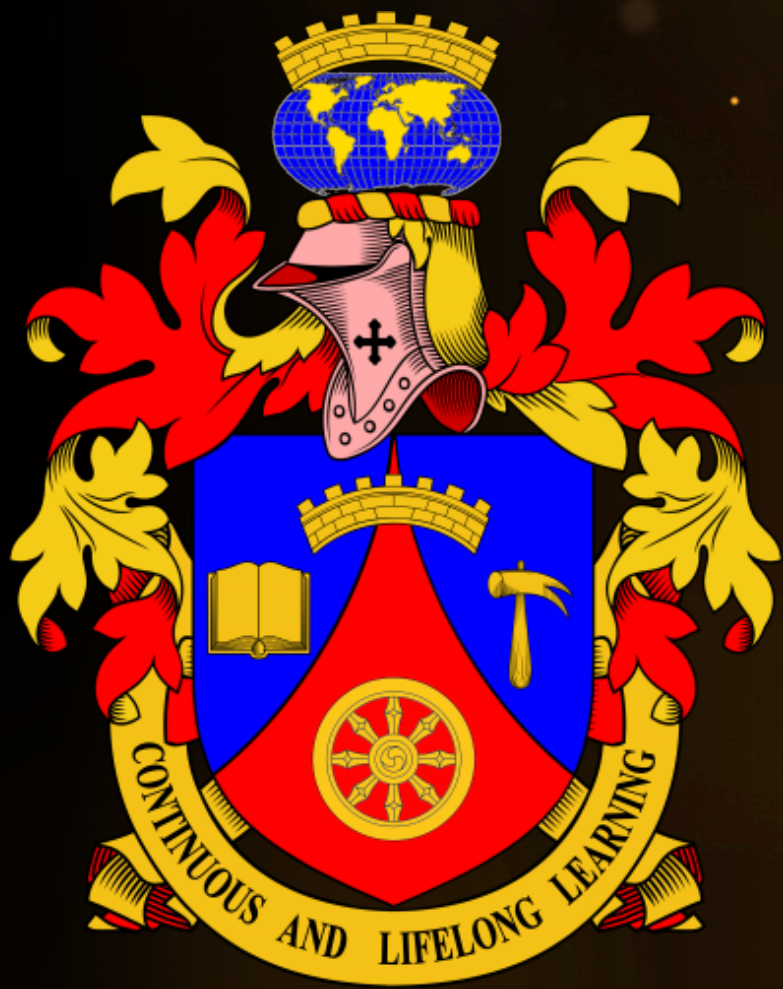


OXBRIDGE INSTITUTE OF PROFESSIONAL DEVELOPMENT  
*presents*

An OIPD Industry Recognition Event

# Learning & Professional Development Awards



UNITED KINGDOM  
**2024**



The LPDA awards aim to acknowledge and validate the efforts, skills, and knowledge acquired by individuals through learning and development programs by Small and Medium Enterprises.



## ABOUT THE OIPD LPDA 2024

The Learning & Professional Development Awards 2024 is a Global Award presented by the Oxbridge Institute of Professional Development (OIPD-UK) to recognize and encourage Small and Medium-sized Enterprise employers that have demonstrated exemplary practices in employee learning, skill development, and overall professional growth.

The LPDA reflects OIPD's commitment towards excellence in recognizing and promoting outstanding contributions to learning and professional development within the SME sector.

Small and Medium-sized Enterprises play a crucial role in the global economy, and the Learning & Professional Development Awards (LPDA) acknowledge their efforts in investing in the development of their workforce.

The awards serve as a platform to share best practices, inspire other SMEs, and create a network of like-minded businesses committed to fostering a culture of continuous learning and professional excellence.

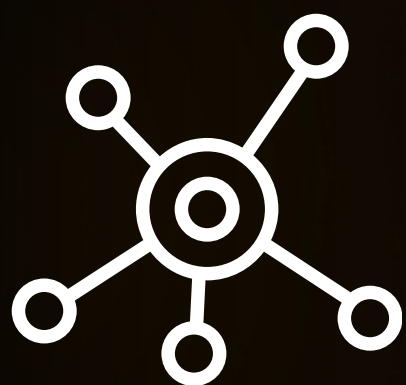
## BENEFITS OF LPDA TO SME's



Recognition and Prestige



Employee Morale and Engagement



Networking Opportunities



Talent Attraction and Retention



Benchmarking and Improvement



Industry Credibility



## **PARTICIPATION CRITERIA & ELIGIBILITY**

The criteria for the participation and eligibility in the awards include organizations that have demonstrated commitment to innovative training programs, successful talent development strategies, and the integration of cutting-edge technologies for professional skill enhancements within SMEs.

OIPD considers organisations that have a track record of fostering a culture of continuous learning and professional development among employees to be eligible to be nominated to participate in the LPDA.

OIPD recognizes that investing in employee development not only benefits individual career growth but also contributes significantly to the overall success and sustainability of SMEs.

Organizations eligible for consideration range from diverse industries and sectors, showcasing the widespread impact of learning and professional development initiatives across various fields.

Participation in the Learning & Professional Development Awards 2024 is open to national SMEs, with a focus on those engaging in trade with overseas suppliers and/or customers.

Eligible enterprises should ideally have a workforce ranging from approximately 20 to 700 employees. This criteria emphasizes the national scope of the participating SMEs while recognizing their global business connections and maintaining a specific range for the size of the workforce.





## SELECTION PROCESS

The selection process begins with OIPD's regional partners evaluating and nominating qualifying employers according to the specified selection criteria.

Upon acceptance, these selected finalists receive guidance on the subsequent process and are required to submit evidence demonstrating how they align with the assessment criteria to the Panel of Judges.

This ensures a thorough and transparent evaluation of each employer's merits for the Learning & Professional Development Awards 2024.

## AWARD CATEGORIES

Employers can opt for 3 Categories



SERVICES

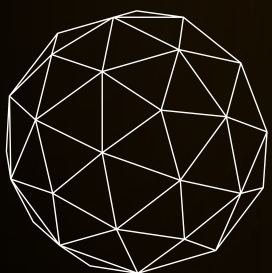


MANUFACTURING



MIXED

### Sub-Categories



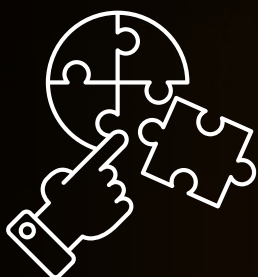
Technology Adoption



Innovation and Creativity



L&D practices



Upskilling and Reskilling



Continuing Education



Coaching and Mentoring



## ASSESSMENT CRITERIA

The assessments are based on key criteria outlined in the International Standards Organization (ISO – TS 30422) for 'Learning and Development' (L&D), along with 'Best Practices' recommended by the Chartered Institute of Personnel and Development (CIPD) UK.

OIPD have meticulously crafted assessments along with the selection process, developed by the International Board of Advisors and Assessors (IBAA), consisting of 20 highly qualified members hailing from 18 countries.

The assessments are thoughtfully developed to offer a comprehensive yet efficient evaluation process. Following the completion of the assessments, a brief telephone interview may be conducted to further validate specific aspects.

This approach ensures a robust evaluation that reflects global perspectives and adheres to internationally recognized standards, fostering a comprehensive understanding of an organization's learning and development practices.

## AWARDING PROCESS

The award comprises three phases:

1. Promotion & Selection
2. Assessment
3. Awards Ceremony

Oxbridge Institute of Professional Development's team, comprising of Executive Committee and the Country Partners will nominate deserving employers and organise the national award ceremony. Eminent professionals from the field of L & PD and various industries comprise a Panel of Judges.

The national assessments will be conducted and the three national 'winners' (Gold, Bronze, and Silver) will go forward to the regional Awards in the 4 regions below:

- Africa
- Asia-Pacific
- Central/South America
- Mid-East/West Asia
- Europe

The global-level winners will be selected that allows finalists and the top 3 winners to attend the Gala Award Dinner Ceremony in the UK.



## **APPLICATION PROCESS**

Country Partners approach organisations to participate in this award, and we hope the invitees will consider the option with prudence and enthusiasm.

It is OIPD's privilege to have you join OIPD and to guide you as a new member to learn and benefit from the assessment process.

Country Partners will provide you with an online application form link and guide you to complete and submit it.

## **CRITERIA FOR SELECTION OF JUDGES**

**A cross-selection of the Panel Judges have been appointed based on the following criteria:**

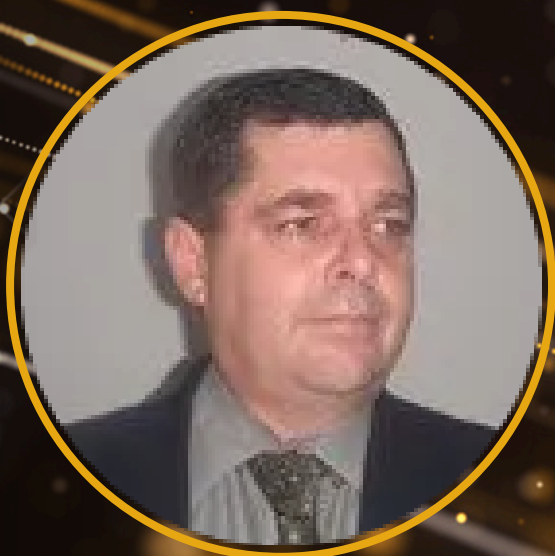
1. Their experience with L&PD in the relevant private sector and NGOs.
2. Have been in the field of L&PD for more than 10 years.
3. Many have Doctorates with 30 to 40 years of working experience and business acumen.
4. Gender inclusion is one of the criteria.
5. Familiarity with ISO TS 30422, in Learning and Development.
6. Many are members of OIPD's International Board of Advisors and Assessors (IBAA).
7. As many countries are involved, a mix of local experts will ensure cultural and ethnic balance.
8. All understand the use of technology in adult learning and the challenges of hybrid learning.
9. To ensure objective consistency among all judges who are spread geographically



## PANEL OF JUDGES



**Dr. Peter Shephard**  
UK



**Dr. Cameron Richards**  
Australia



**Elmarie Potgieter**  
France



**Dr. Fredrick Mandizvidza**  
Zimbabwe



**Dr. Sven Hollenson**  
Denmark



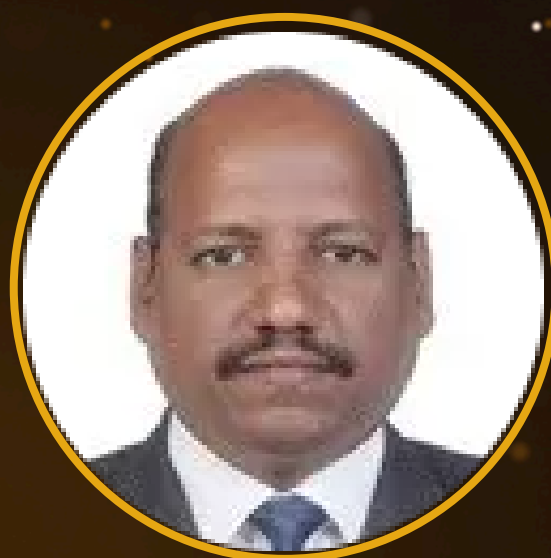
**Dr. Michel Gagne**  
Canada



**Dr. Arthie Moore**  
South Africa



**Dr. Suresh Marcandan**  
Australia



**Dr. Balaji Varadarajan**  
India



**Dr. T. V. Rao**  
India



**Dr. Jeannette Vos**  
USA



**Dr. Andal Krishnan**  
Singapore



## THE AWARDING BODY



Oxbridge Institute of Professional Development (OIPD)-UK is a UK based assessment and accreditation body. We are a global, self-regulated Professional membership-based body registered in the UK, and established by The Oxbridge Trust, United Kingdom (Registration: XCTRUST80159755), under the Trustee Act 2010, UK.

OIPD's Tagline is "Recognizing and Rewarding Experience and Competence". We offer Professional Certification and Doctoral awards based on APEL (Approved Prior Experiential Learning)

We have a simple mission: to help our members make more of their lives through selecting learning that will enhance their career growth and professional status globally.

Whether it's at home, in the classroom or in the workplace, learning is the key to improving our life. To this end, Oxbridge in the UK brings together leading names and Institutions in Education, Learning and Development to provide a blend of content, curricula, assessment, training, and technology to make learning more engaging and effective.

We are also a UK accreditation body as well as an assessment center and are partners with many International Higher Education Institutions.

We recognize academic, professional, and vocational qualifications that are globally offered and benchmarked, with educational excellence congruent with names like Oxford and Cambridge.

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### **Oxbridge Institute of Professional Development (OIPD)-UK**

(Established by The Oxbridge Trust - XCTRUST80159755)

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