***IBF CORPORATE AWARDS 2023***



**Award Category - IBF Inspire Award**

This award recognises financial institutions which are committed to and have made substantive progress in workforce transformation and skills development across the organisation. This should include initiatives to: (a) adopt the Skills Framework for Financial Services and IBF Certification and (b) support employees to acquire new skills and/or take on jobs in growth areas whether through upskilling or reskilling, Career Conversion Programme (CCP), Technology in Finance Immersion Programme (TFIP) or other manpower development and local talent pipeline building initiatives.

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**Eligibility & Evaluation Criteria**

Applicants should be a Financial Institution regulated by the MAS. The applicants will be assessed based on the following:

* Strong organisation-wide strategy and commitment to workforce transformation, talent pipeline building and skills development (including non-IBF initiatives)
* Organisation-wide strategy in learning and talent development1
* Participation in IBF Committees, events and initiatives such as Future Skills Accelerator (FSA)
* Incorporate the recognition of IBF Certification as part of its talent acquisition and promotion frameworks
* Adoption of IBF Certification generally and especially for targeted segments2
* Leverage IBF recognised training (FTS/STS) as part of employees’ upskilling
* Leverage IBF initiatives for workforce transformation, such as Re-deployment Career Conversion Programme (CCP) and talent pipeline building (eg. new hire CCP, Technology in Finance Immersion Programme (TFIP), Wealth Management Accelerator Programme (WMAP), Finance Associate Management Scheme (FAMS), Work-Study Support Programme (WSSP), Company-Led Training (CLT)
* Significant commitment demonstrated in skills development and workforce transformation through efforts such as:
* Percentage3 of employees who have completed IBF accredited training programmes (both external and in-house courses)
* Percentage3 of employees who are IBF-certified and with particular focus on the targeted industry segments2
* Percentage3 of new hires or employees committed through Career Conversion Programmes (CCP) and talent schemes (such as new Hire CCP, TFIP, FMAS, IPOST, WSSP, CLT)
* Other skills development and workforce transformation initiatives that contribute to growing our own timber efforts for financial services



**Award Category - IBF Advance Award**

This award recognises financial institutions who have shown good progress in skills development across their organisation and demonstrated the growing commitment in workforce transformation and local talent pipeline building.

* **Eligibility & Evaluation Criteria**

Applicants should be a Financial Institution regulated by the MAS. The applicants will be assessed based on:

* Strong organisation-wide strategy and commitment to workforce transformation, talent pipeline building and skills development (including non-IBF initiatives)
* Organisation-wide strategy in learning and talent development1
* Participation in IBF Committees, events and initiatives such as Future Skills Accelerator (FSA)
* Incorporate the recognition of IBF Certification as part of its talent acquisition and promotion frameworks
* Adoption of IBF Certification generally and especially for targeted segments2
* Leverage IBF recognized training (FTS/STS) as part of employees’ upskilling
* Leverage IBF initiatives for workforce transformation, such as Re-deployment Career Conversion Programme (CCP) and talent pipeline building (eg. new hire CCP, Technology in Finance Immersion Programme (TFIP), Wealth Management Accelerator Programme (WMAP), Finance Associate Management Scheme (FAMS), Work-Study Support Programme (WSSP), Company-Led Training (CLT)
* Growing commitment demonstrated in skills development and workforce transformation through efforts such as the percentage increase3 (against total staff strength) in:
* employees who have completed IBF-accredited training courses (financial institution’s in-house or external)
* employees who are IBF-certified and with particular focus on the targeted industry segments2
* new hires or employees committed through Career Conversion Programmes (CCP) and talent schemes (such as new Hire CCP, TFIP, FAMS, IPOST, WSSP, CLT)
* Other skills development and workforce transformation initiatives that contribute to growing our own timber efforts for financial services.

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**Judging Panel**

The judging panel for the above award categories comprises a member of the IBF Council and the CEO of IBF. The judges’ decision on the award is final. The results of the nominations will be announced via email by September 2023.

**Submission Deadline**

Applications must be submitted latest by **30 June 2023**.

Please submit your nomination and supporting documents to certification@ibf.org.sg

Successful applicants will be invited to a conferment ceremony in Q4 2023.

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 Includes non-IBF courses/initiatives (e.g. hackathons for students, emerging talent programmes)

2 Compliance: AML/CFT, Consumer Banking: Relationship Management, Financial Planning, Private Banking:

 Relationship Management and Risk Management: Operational Risk Management

3 Numbers will also be referenced to IBF’s records from 1 July 2022 to 30 June 2023.

**IBF INSPIRE AWARD**

**Application Form**

**INSTRUCTION:**

1. Please complete this Application Form and email to *certification@ibf.org.sg* by 30 June 2023.
2. Application can only be made for either the IBF Inspire Award or the IBF Advance Award.
3. **APPLICANT DETAILS**

|  |  |
| --- | --- |
| Name of Financial Institution: |  |
| Staff Strength\*:  |  |
| \*For insurance companies, pls indicate corporate and agency force separately. |
| Management Representative (MR)\* |
| Salutation:  |  |
| Name of MR: |  |
| MR’s Designation: |  |
| MR’s Email: |  |
| MR’s DID:  |  |

**\***The Management Representative (MR) shall be the liaison person for all nomination and event matters.

1. **INFORMATION TO SUPPORT NOMINATION**
2. **Leveraging on Skills Framework for Financial Services for employees’ training and development**

|  |
| --- |
| IBF Standards Adoption Statistics (from 1 July 2022 to 30 June 2023) |
| 1. No. of newly IBF-STS accredited in-house courses:
 |   |
| 1. (a) No. of employees who attended IBF-accredited in-house and/or external

 courses (FTS and STS) (in-house and/or external): (b) Percentage of employees who attended IBF-accredited in-house and/or  external courses (FTS and STS) (i.e. number of employees who attended  the courses against total staff strength in the organisation): | (a)(b) |
| 1. (a) No. of employees who have attained IBF Certification:

 - Breakdown by targeted and non-targeted segments1. Percentage of employees who are IBF-certified (i.e. number of IBF-certified individuals against total staff strength in the organisation):

- Breakdown by targeted and non-targeted segments | (a) (b) |
| 1. Average annual training dollars allocated per employee (S$)
 |  |

1. **Leveraging on IBF Certification**

|  |  |
| --- | --- |
| 1. Is IBF Certification part of the considerations in your organisation’s recruitment drive? (e.g. mentioned in recruitment advertorials, cited as one of the certifications recognised in recruitment)
 |  [ ]  Yes [ ]  No |
| 1. Is IBF certification part of the considerations for employees’ promotion in your organisation?
 |  [ ]  Yes [ ]  No |
| 1. Is IBF Certification part of the considerations for employees’ learning pathway in your organisation?
 |  [ ]  Yes [ ]  No |
| 1. If you have selected “Yes” for the above item(s), please describe your organisation’s approach on the implementation, the applicable functions/segments and the outcomes achieved.

(Detailed write-up and additional supporting documents are welcomed.) |
| 1. If you have selected “No” for the above item(s), please briefly share on the reason(s).
 |

1. **Workforce Transformation**

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| --- |
| Career Conversion Programme and reskilling efforts (from 1 July 2022 to 30 June 2023) |
| 1. No. of employees who have been committed through the Career Conversion Programme (CCP):
 |   |
| 1. No. of staff who have been reskilled on an on-going basis (not funded under CCP) to ensure continued relevance of their skills:
 |  |

1. **Talent Pipeline Building**

|  |
| --- |
| Adoption of Talent Development Schemes (from 1 July 2022 to 30 June 2023) |
| 1. No. of training places offered under TFIP 2023:
 |   |
| 1. No. of existing TFIP trainees who are emplaced:
 |  |
| 1. No. of staff hired under the Finance Associate Management Scheme (FAMS):
 |  |
| 1. No. of staff posted overseas via International Postings Programme (IPOST):
 |  |
| 1. No. of internship places offered under Work Study Support Programme:
 |  |
| 1. No. of training places offered under Financial Specialist Scholarship (FSS):
 |  |
| 1. No. of training places offered under Asian Financial Leaders Programme (ALFP):
 |  |

1. **Please describe your organisation’s approach to workforce transformation and skills development, including Senior Management’s commitment and support, the key initiatives undertaken and outcomes achieved over the last year.**

**(Detailed write-up and additional supporting documents are welcomed.)**

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1. **Please describe the unique value proposition of your organisation’s approach and initiatives on workforce transformation and skills development as well as any enhancement to the approach in comparison to the past years.**

**(Detailed write-up and additional supporting documents are welcomed.)**

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1. **DECLARATION**

I hereby declare that:

[ ]  I have read and understood the eligibility criteria for this Award category.

[ ]  The information provided in support of this application is true and accurate. If any information is found to be false or misleading, IBF has the right to disqualify the application and / or rescind the Award.

 [ ]  I have read and am aware of IBF’s [Personal Data Protection Policy](https://www.ibf.org.sg/Pages/Privacy-Policy.aspx).

[ ]  I acknowledge that the IBF reserves the right to reject the application without giving any reason.

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**Name Designation Signature / Date**

**IBF ADVANCE AWARD**

**Application Form**

**INSTRUCTION:**

1. Please complete this Application Form and email to *certification@ibf.org.sg* by 30 June 2023.
2. Application can only be made for either the IBF Inspire Award or the IBF Advance Award.
3. **APPLICANT DETAILS**

|  |  |
| --- | --- |
| Name of Financial Institution: |  |
| Staff Strength\*:  |  |
| \*For insurance companies, pls indicate corporate and agency force separately. |
| Management Representative (MR)\* |
| Salutation:  |  |
| Name of MR: |  |
| MR’s Designation: |  |
| MR’s Email: |  |
| MR’s DID:  |  |

**\***The Management Representative (MR) shall be the liaison person for all nomination and event matters.

**2. INFORMATION TO SUPPORT NOMINATION**

1. **Leveraging on Skills Framework for Financial Services for employees’ training and development**

|  |
| --- |
| IBF Standards Adoption Statistics (from 1 July 2021 to 30 June 2023) |
| 1. No. of newly IBF-STS accredited in-house courses:
 |   |
| 1. (a) No. of employees who attended IBF-accredited in-house

 and/or external courses (FTS and STS) (in-house and/or  external): (b) Percentage of employees who attended IBF-accredited in- house and/or external courses (FTS and STS) (i.e. number of  employees who attended the courses against total staff  strength in the organisation):  | (a)1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023: (b)1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. (a) No. of employees who have attained IBF Certification:

 - Breakdown by targeted and non-targeted segments  (b) Percentage of employees who are IBF-certified (i.e.  number of IBF-certified individuals against total staff  strength in the organisation): - Breakdown by targeted and non-targeted segments | (a) 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023: (b)1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. Average annual training dollars per employee (S$)
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |

1. **Workforce Transformation**

|  |
| --- |
| Career Conversion Programme and reskilling efforts (from 1 July 2021 to 30 June 2023) |
| 1. No. of employees who have been committed through the Career Conversion Programme (CCP):
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. No. of employees who have been reskilled on an on-going basis (not funded under CCP) to ensure continued relevance of their skills:
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |

1. **Talent Pipeline Building**

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| --- |
| Adoption of Talent Development Schemes (from 1 July 2021 to 30 June 2023) |
| 1. No. of training places offered under TFIP 2023:
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. No. of existing TFIP trainees who are emplaced:
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. No. of employees hired under the Finance Associate Management Scheme (FAMS):
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. No. of employees posted overseas via International Postings Programme (IPOST):
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. No. of internship places offered under Work Study Support Programme:
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. No. of training places offered under Financial Specialist Scholarship (FSS):
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |
| 1. No. of training places offered under Asian Financial Leaders Programme (ALFP):
 | 1 Jul 2021 – 30 Jun 2022: 1 Jul 2022 – 30 Jun 2023:  |

**(D) Please describe your organisation’s approach to workforce transformation and skills**

 **development, including Senior Management’s commitment and support, the key initiatives**

 **undertaken for upskilling, reskilling, talent pipeline building and IBF Certification, as well as**

 **the outcomes achieved in comparison with previous year(s).**

 **(Detailed write-up and additional supporting documents are welcomed.)**

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1. **DECLARATION**

I hereby declare that:

[ ]  I have read and understood the eligibility criteria for this Award category.

[ ]  The information provided in support of this application is true and accurate. If any information is found to be false or misleading, IBF has the right to disqualify the application and / or rescind the award.

 [ ]  I have read and am aware of IBF’s [Personal Data Protection Policy](https://www.ibf.org.sg/Pages/Privacy-Policy.aspx).

[ ]  I acknowledge that the IBF reserves the right to reject the application without giving any reason.

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**Name Designation Signature / Date**