**PICA WA 2016**

**FutureNow Commitment to**

**Workforce Development Award**

**Criteria:**

1. Has your organisation implemented **one or more initiative** in any of the follow areas? Please provide brief details for each area.

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| **Recruitment** – *Tell us about your recruitment of new employees or apprentices to grow your business and equip it with a highly skilled and focussed workforce* |  |
| **Workforce Diversity –** *Tell us what steps you have taken to broaden your workforce in regards to diversity (for example, hiring employees with disabilities, having both males and females employed, religion or cultural diversity)* |  |
| **Training and professional development** – *Tell us what initiatives you have introduced in regards to up-skilling, re-skilling and building the competencies of your employees* |  |
| **Work/life balance and Flexible work practices**– *Tell us about how your business builds flexibility into the workplace to allow your employees to meet family, study or any other obligations*  |  |
| **Organisational culture** – *Tell us how your organisational structure aids and fosters a culture of learning, advancement and flexibility* |  |

1. In your business, is there a particular challenge in **one** of the areas listed above that you had to overcome and how did you address that challenge? (Provide details in one page or less)

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1. Provide evidence of the positive return on investment for the individual and organisation gained through workforce development. Please consider short and long term benefits. (Provide details in one page or less)

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1. Looking ahead, what challenges do you see for industry and how will workforce development within your organisation address these challenges? (Provide details in one page or less)

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