***IBF CORPORATE AWARDS 2025***



**Award Category - IBF Inspire Award**

This award recognises financial institutions that have demonstrated **significant achievements and holistic commitments** in skills development and workforce 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 on-going 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
* Adoption of initiatives on **workforce** development across reskilling of workforce, talent pipeline building and leadership development eg. Career Conversion Programme (CCP), new hire CCP, Technology in Finance Immersion Programme (TFIP); Finance Associate Management Scheme (FAMS) and Polytechnic Talent in Finance Scheme (PTFS), International Posting Scheme (IPOST)
* Forward-looking and pro-active in pioneering skills and workforce development efforts in new emerging areas such as Sustainable Finance and Generative AI
* Significant commitment demonstrated in skills development and workforce development 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, FAMS, PTFS IPOST
* Other skills and workforce development 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 and/or workforce development across their organisation.

A financial institution can be recognised for the IBF Advance Award under two tracks:

* The IBF Advance (Skills Development) Award recognises financial institutions who have shown significant efforts in skills development through participation in IBF accredited training programmes, alignment of in-house programmes to the Skills Framework for Financial Services and achievement of IBF Certification.

OR

* The IBF Advance (Workforce Development) Award recognises financial institutions which have shown significant efforts in building and developing young, mid-career and leadership talents through various IBF administered talent development schemes. It also recognises financial institutions that have supported the reskilling/redeployment of employees and new hires into key growth areas or have supported other progressive talent retention programmes.
* **Eligibility & Evaluation Criteria**

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

* Demonstrated good progress in implementing organisation-wide strategy and commitment to skills development and/ or workforce 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
* Adoption of initiatives on **workforce** development across reskilling of workforce, talent pipeline building and leadership development eg. Career Conversion Programme (CCP), new hire CCP, Technology in Finance Immersion Programme (TFIP), Finance Associate Management Scheme (FAMS) and Polytechnic Talent in Finance Scheme (PTFS), and International Posting Scheme (IPOST)
* Forward-looking and pro-active in pioneering skills and workforce development efforts in new emerging areas such as Sustainable Finance and Generative AI
* Growing commitment demonstrated in skills development and workforce development 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-certified4 and with particular focus on the targeted industry segments2
* new hires or employees committed through Career Conversion Programmes (CCP) and talent schemes as new Hire CCP, TFIP, FAMS, PTFS IPOST
* Other skills development and workforce development 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 2025.

**Submission Deadline**

Applications must be submitted latest by **30 June 2025**.

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

Successful applicants will be invited to a conferment ceremony in Q4 2025.

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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 January 2024 to December 2024.

4 Applications must be submitted via the IBF portal and approved by IBF.

**IBF INSPIRE AWARD**

**Application Form**

**INSTRUCTION:**

1. Please complete this Application Form and email to *awards@ibf.org.sg* by 30 June 2025.
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\* (as at 31 December 2024):  |  |
| \*For insurance companies, pls indicate corporate and agency force separately. |
| **Chief Human Resource Officer (CHRO)** |
| Salutation: |  |
| Name: |  |
| Email: |  |
| DID: |  |
|  |
| **Management Representative (MR)\*** |
| Salutation:  |  |
| Name: |  |
| Designation: |  |
| Email: |  |
| 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**

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| --- |
| IBF Standards Adoption Statistics (from 1 January 2024 to 31 December 2024) |
| 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 Development: Career Conversion Programme and Reskilling Efforts**

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| Career Conversion Programme and reskilling efforts (from 1 January 2024 to 31 December 2024) |
| 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. **Workforce Development: Talent Pipeline Building**

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| Adoption of Talent Pipeline Building Programmes (from 1 January 2024 to 31 December 2024) |
| 1. No. of staff who have been hired and reskilled through the Career Conversion Programme (CCP):
 |  |
| 1. No. of training places offered under TFIP 2025:
 |   |
| 1. No. of existing TFIP trainees who are emplaced:
 |  |
| 1. No. of staff hired under the Finance Associate Management Scheme (FAMS):
 |  |
| 1. No. of places offered under Polytechnic Talent in Finance Scheme (PFTS):
 |  |
| 1. No. of staff posted overseas via International Postings Programme (IPOST):
 |  |
| 1. No. of training places offered under Asian Financial Leaders Programme (ALFP):
 |  |

1. **Please describe your organisation’s approach to skills development and workforce 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 skills and workforce development initiatives that your organisation has undertaken in new emerging areas of Sustainable Finance and Generative AI. It may include those implemented within 2024, and in the first half of 2025. Explain how they are pioneering for the industry and how it has benefited both the organisation and the wider financial industry. (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 *awards@ibf.org.sg* by 30 June 2025.
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\* (as at 31 December 2024):  |  |
| \*For insurance companies, pls indicate corporate and agency force separately. |
| **Chief Human Resource Officer (CHRO)** |
| Salutation: |  |
| Name: |  |
| Email: |  |
| DID: |  |
|  |
|  |
| **Management Representative (MR)\*** |
| Salutation:  |  |
| Name: |  |
| Designation: |  |
| Email: |  |
| 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**

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| --- |
| IBF Standards Adoption Statistics (from 1 January 2024 to 31 December2024) |
| 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):  |  |
| 1. (a) No. of employees who have attained IBF Certification:

 (b) Percentage of employees who are IBF-certified (i.e.  number of IBF-certified individuals against total staff  strength in the organisation): |  |
| 1. Average annual training dollars per employee (S$)
 |  |

1. **Workforce Transformation**

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| Career Conversion Programme and reskilling efforts (from 1 January 2024 to 31 December 2024) |
| 1. No. of employees who have been committed through the Career Conversion Programme (CCP):
 |  |
| 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. **Talent Pipeline Building**

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| Adoption of Talent Development Schemes (from 1 January 2024 to 31 December 2024) |
| 1. No. of staff who have been hired and reskilled through the Career Conversion Programme (CCP):
 |  |
| 1. No. of training places offered under TFIP:
 |  |
| 1. No. of existing TFIP trainees who are emplaced:
 |  |
| 1. No. of employees hired under the Finance Associate Management Scheme (FAMS):
 |  |
| 1. No. of places offered under Polytechnic Talent in Finance Scheme (PFTS):
 |  |
| 1. No. of employees posted overseas via International Postings Programme (IPOST):
 |  |
| 1. No. of training places offered under Asian Financial Leaders Programme (ALFP):
 |  |

**(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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**(E) Please describe the skills and workforce development initiatives that your organisation has undertaken in new emerging areas of Sustainable Finance and Generative AI. It may include those implemented within 2024, and in the first half of 2025. Explain how they are pioneering for the industry and how it has benefited both the organisation and the wider financial industry. (Detailed write-up and additional supporting documents are welcomed.)**

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1. **DECLARATION**

I hereby declare that:

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

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**Name Designation Signature / Date**