

2023 Future World of Work Innovation Awards Application

The Future World of Work Innovation Awards, presented by the Greater Des Moines Partnership, seek to honor and celebrate the success of organizations that have championed innovative efforts in talent attraction and retention to grow and develop the Greater Des Moines (DSM) region. To qualify for a Future World of Work Innovation Award, organizations must be an Investor or Regional Member of The Partnership.

A strong workforce is a key priority for industries across DSM, and innovative talent attraction, talent growth and talent retention efforts are crucial to an organization's success. The Future World of Work Innovation Award recipients will be recognized within the region and have the unique opportunity to highlight the years of investment the organization has made in talent development.

These talent pioneers are key players in making DSM one of the top regions in the nation and are important models for regional growth. Selected organizations will provide best in class practices for others in the region.

Questions are adapted to evaluate the responses organizations provide to demonstrate their commitment to innovation in talent initiatives and their overall goals to support the region.

Selection Process:

A selection committee consists of Partnership team members to evaluate the applications and will utilize a scoring rubric.

Award Recognition:

The winners will be highlighted and celebrated through various communication channels at The Partnership and presented with an award at the Future World of Work Summit in October. The Partnership will assist winners in media relations efforts related to the award.

Timeline (*subject to change*):

Application open: Aug. 10, 2023

Deadline to apply: Aug. 31, 2023

Finalize winner: By Sept. 8, 2023

Notify applicants: By Sept. 15, 2023

Complete blog post feature of each award recipient: Week of Sept. 25

Pitch media information on winner(s): After event

Award winners announced publicly: At the Future World of Work Summit on Oct. 5, 2023

Feature blog post released: After Future World of Work Summit on Oct. 5, 2023

Please send all completed applications along with attachments to Lexi Shafer at lshafer@DSMpartnership.com. To ensure formatting issues and integrity of the documents please send them in a .pdf file.

Disclaimer: We understand that information provided may be sensitive to company strategy, therefore, any information provided on all applications will be kept strictly confidential and will only be used by the selection committee at The Partnership to determine award winners. In addition, award winners will have the ability to review information provided in communications released by The Partnership.

Contact Information:

Title:

First Name:

Last Name:

Suffix:

Email:

Contact Number:

Company:

Address Line 1:

Address Line 2:

City:

State:

Zip/Postal Code:

Award Selection

Please select the award category you are applying for and answer the questions on the following page that pertains to that specific award:

- Innovation in Talent Pipeline Award
- Innovation in Talent Retention Award

Organization Description: Please provide a brief paragraph describing your organization.

Innovation in Talent Pipeline Award Questions

Business engagement with education is critical to retaining top talent educated within Greater Des Moines (DSM). Work-based learning, career exploration, and talent attraction initiatives are critical to building a robust talent pipeline in DSM. The Innovation in Talent Pipeline Award reflects unique strategies your company has used to create and/or strengthen the talent pipeline in these various categories. Review the questions below and decide which category you would like to highlight as the top innovative pipeline strategy at your organization.

REQUIRED: Please answer **ONE** of the following three questions to the best of your ability in an actual and factual manner.

- 1. Early Engagement:** Describe innovative ways your organization engages with K-12 education to create interest and establish a relationship (host job shadows, provide classroom speaker, company tours, career immersive experiences, authentic projects, internships, apprenticeships, etc.). Attach supporting materials as *[Company Name] Attachment 1*.
- 2. Recruiting DSM Talent:** Describe your organization's innovative practices for recruiting talent to your organization from within the DSM region. Attach supporting materials as *[Company Name] Attachment 2*.
- 3. Attracting Outside Talent:** Describe your organization's innovative practices for attracting talent to your organization from outside the DSM region. Attach supporting materials as *[Company Name] Attachment 3*.

Response:

Complete question 4-5 on the next page.

REQUIRED: Please answer the following two questions to demonstrate the impact your efforts have made as well as your organization's ongoing commitment to strengthen the talent pipeline.

4. Organizational Impact: Describe the impact your efforts in talent pipeline strategies have had on your organization. Include any statistics or numerical evidence to support your claims. Attach supporting materials as *[Company Name] Attachment 4*.

5. Ongoing Commitment: Explain your company's commitment to innovative, sustainable, and intentional talent pipeline initiatives and your overall goals to support the larger community with these initiatives. Attach supporting materials as *[Company Name] Attachment 5*.

Innovation in Talent Retention Award Questions

The innovative initiatives to grow the skillset of your employees, support employee engagement and recognition, encourage employee wellness and flexibility, and provide training and mentorship are key factors in talent development. The Innovation in Talent Retention Award reflects what unique strategies your company has used to support employees in these various categories. Review the questions below and decide which category you would like to highlight as the top innovative talent growth strategy at your organization.

REQUIRED: Please answer **ONE** of the following four questions to the best of your ability in an actual and factual manner.

1. **Engagement/Recognition:** Describe innovative ways your organization engages with and recognizes your employees to help them feel plugged in, valued and that they are a fundamental part of working towards the company's goals. Attach supporting materials as *[Company Name] Attachment 1*.
2. **Flexibility/Wellness:** Describe innovative ways that your organization encourages employee wellness and flexibility to ensure a better work-life blend. Attach supporting materials as *[Company Name] Attachment 2*.
3. **Training/Professional Development/Mentorship:** Describe your organization's innovative practices for providing training, professional development and mentorship to your employees to foster professional growth. Attach supporting materials as *[Company Name] Attachment 3*.
4. **Technology Integration:** Describe how your organization has used advanced technology to support employees and improve efficiencies. Attach supporting materials as *[Company Name] Attachment 4*.

Response:

Complete question 5-6 on the following page.

REQUIRED: Please answer the following two questions to demonstrate the impact your efforts have made as well as your organization's ongoing commitment to strengthening the talent pipeline.

5. **Organizational Impact:** Describe the impact your efforts in talent growth strategies have had on your organization. Include any statistics or numerical evidence to support your claims. Attach supporting materials as *[Company Name] Attachment 5*.

6. **Ongoing Commitment:** Explain your company's commitment to sustainable and intentional talent growth initiatives and your overall goals to support the larger community with these initiatives. Attach supporting materials as *[Company Name] Attachment 6*.