



SCOAR's 2026 Workforce Development Program of the Year Award

Rubric

Company/Organization

Nomination Submitted by Member: * Yes ☐ No ☐

Award Category: For Profit ☐ Non-Profit ☐

**Nominations must be submitted by member company/organization.*

Criteria	Significantly Exceeds Expectations	Exceeds Expectations	Meets Expectations	Below Expectations	Missing/Incomplete	Points	Scoring Guidance	Rank (if needed)
Points	3	2	1	0	0			
Part 1: Summary								
Program Goals/Measurable Objectives Demonstrated measurement of program scope, innovation, creativity, and best practices; describes how the program might be transferred to other comparable situation.							Score WHAT the applicant planned to do. Consider the applicability of the programs objectives to the WFD of recruiting, developing and retaining skilled workers. Consider the degree to which the program goals will benefit the company and/or the industry (alignment). Consider the measurability of the objectives. Are there quantitative, measurable KPIs?	
Ranking Comments								

Criteria	Significantly Exceeds Expectations	Exceeds Expectations	Meets Expectations	Below Expectations	Missing/Incomplete	Points	Scoring Guidance	Rank (if needed)
Measurable Results /Effective Development of Workforce & Benefits to Industry Described metrics used to measure success. Results demonstrating specific program objectives were achieved. (Effectiveness of forecasting, recruitment, training, assessment, and retention.)							Score the RESULTS of the program. Consider results as measured by quantified KPIs, qualitative results as described in the application including descriptions of "Best Practices". Consider the value of the results to the company and potential replication at other companies.	
Ranking Comments								
Total Points						0		

Criteria	Meets Expectations	Missing/ Incomplete
Required Information		
Program Title Provided brief, descriptive, key words that are indicative of the program.		
Program Description Detailed description of the program.		
Mission Statement Described organization's purpose.		
Evidence Provided documentation that program is underway, operational, and successful.		
SCOAR Companies SCOAR member companies participating in the program with primary contact info for each.		

Optional Information - Supply if available to be shared with SCOAR membership.	
Lessons Learned Detailed and described an issue, event, or barrier that was critical to the success of the program for each of the	
Best Practice for Industry Provided specific components of the program that could be an established best practice for the industry. Describe results, techniques, and methods.	
Replication Provided steps an industry stakeholder could take to initiate a similar program at his/her organization; provided advice for getting started.	