



NITAS

**INNOVATION IN
TRAINING**

Categories & Criteria



Contents Page

Click on each logo to learn more



**Leased and
Tenanted
Companies (under
200 outlets)**



**Leased and
Tenanted
Companies (over
200 outlets)**



**Managed
Companies
(under 50
outlets)**



**Managed
Companies
(over 50
outlets)**

Click this icon (on each page) to return to the first page.

Only available if you download this guide to your computer.



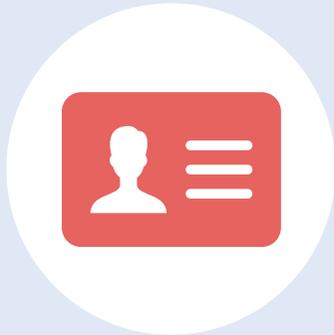
Contents Page (cont.)



Best Training Programme - Individual Operator



Best Training Programme - Apprenticeship



Hospitality Apprentice of the Year



Staff Wellbeing Award



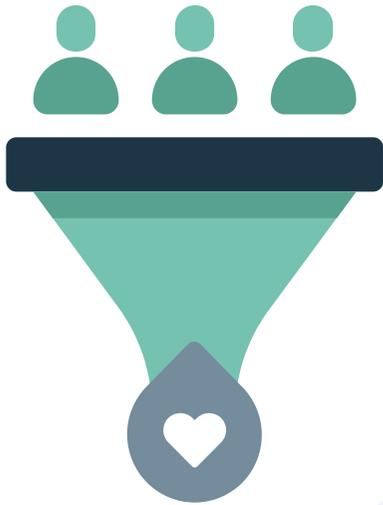
Training Professional of the Year



HR Manager of the Year



Franca Knowles Live Your Life Award



Leased and Tenanted Companies (under 200 outlets)

This category is open to hospitality companies operating leased and tenanted estates within licensed retail with under 200 venues.

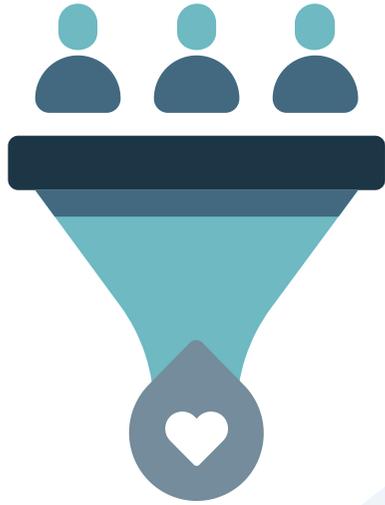
The award recognises innovation and excellence in licensee or operational area management development programmes.

Judges will look for evidence of commitment to supporting operators and employees through structured, accessible and flexible training.

Companies may enter multiple training programmes for consideration for this award.

[Enter here](#)

Successful applicants will be able to demonstrate the benefits of such training by measuring the impact on company, outlet, employee and licensee performance.



Leased and Tenanted Companies (over 200 outlets)



This category is open to hospitality companies operating leased and tenanted estates within licensed retail with over 200 venues.

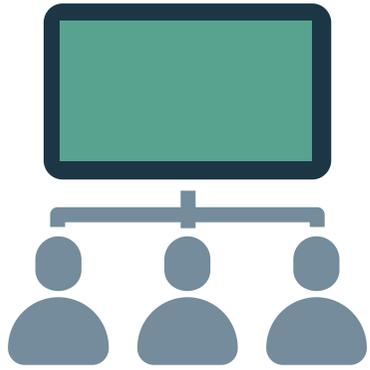
The award recognises innovation and excellence in licensee or operational area management development programmes.

Judges will look for evidence of commitment to supporting operators and employees through structured, accessible and flexible training.

Companies may enter multiple training programmes for consideration for this award.

[Enter here](#)

Successful applicants will be able to demonstrate the benefits of such training by measuring the impact on company, outlet, employee and licensee performance.



Managed Companies (under 50 outlets)



This category is open to companies operating in the managed licensed retail sector who operate less than 50 outlets. This can include training programmes for pubs with partnership agreements, for instance, turnover based agreements.

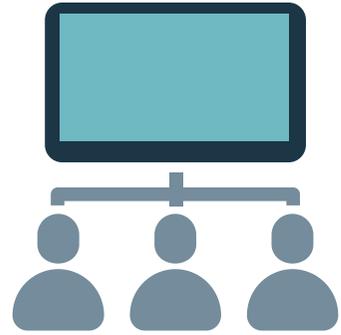
Judges will look for evidence of commitment to supporting all levels of employees through structured, accessible and flexible training.

Recognising that, in smaller estates, budgets may not compare to larger organisations, judges will be particularly interested in the innovative and effective use of resources to achieve measurable results.

Companies may enter multiple training programmes for consideration for this award. This can include training programmes for pubs with partnership agreements, for instance, turnover based agreements.

[Enter here](#)

Successful applicants will be able to demonstrate the benefits of such training by measuring the impact on company, outlet and individual performance.



Managed Companies (over 50 outlets)



This category is open to companies operating in the managed licensed retail sector who operate more than 50 outlets in their company structure. This can include training programmes for pubs with partnership agreements, for instance, turnover based agreements.

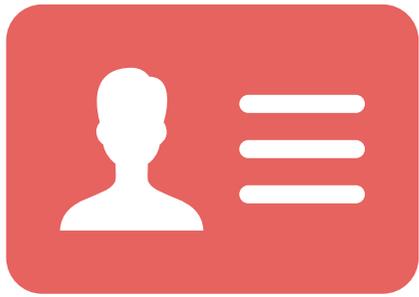
Judges will look for evidence of commitment to supporting all levels of employees through structured, accessible and flexible training.

The successful applicant will be able to demonstrate the benefits of such training by measuring the impact on both company, outlet and individual performance

Companies may enter multiple training programmes for consideration for this award. This can include training programmes for pubs with partnership agreements, for instance, turnover based agreements.

[Enter here](#)

Recognising the size of some such organisations, multiple entries will be accepted in this category under different programme titles.



Hospitality Apprentice of the Year

The BII supports the incredible career opportunities that hospitality can provide, and want to recognise those Hospitality Apprentices who are excelling in our vital and vibrant sector, supported by their employers.

Apprentices can nominate themselves, but can also be nominated by any trainers or operators who want to celebrate the excellence from their apprentices.

We're on a mission to highlight that apprenticeships are a valuable way of upskilling, attracting and retaining incredible talent. If you are a company entering an apprentice, you can put forward multiple candidates for the award.

[Enter here](#)

Judges will be looking for an individual who has completed at least 6 months in their chosen course, with entries accepted from Levels 2 and above.



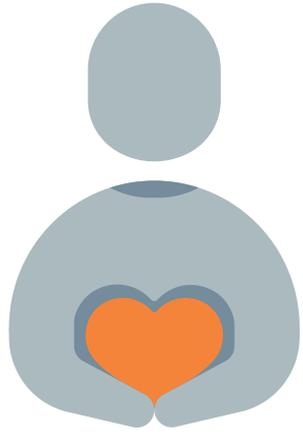
Staff Wellbeing Award

In the new landscape we find ourselves in, companies and individuals have been going above and beyond to ensure that the mental fitness of their teams is a priority. The way that so many hospitality businesses have supported their people during the course of the pandemic, has been incredible.

Viewing employees holistically and taking care of them not only at work, but also offering support and guidance in their personal lives can be important. Recognising this is both a caring and innovative way for businesses to get the best out of their people and vice versa, this award will reflect those companies who are making a real difference to the lives of their employees.

[Enter here](#)

Judges will be looking for entrants who have gone above and beyond to look after their teams this year, especially bearing in mind the impact that the pandemic continues to have.



Best Training Programme - Individual Operator

This award is for individual operators or managers responsible for training in a licensed retail outlet, whether individually owned (freehold), leased, tenanted or managed as part of a group.

The award focuses on innovation, their approach to training and their skills in coaching, motivation and development of their team (both formal and informal) on a day to day basis.

[Enter here](#)

Candidates must demonstrate that they have been involved in the identification of training needs, programme content, delivery and in measuring the effectiveness of such training.



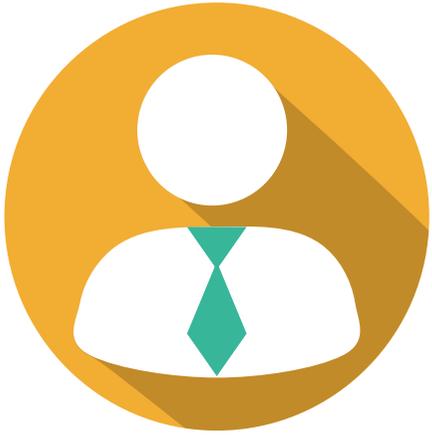
Best Training Programme - Apprenticeships

Following the many changes in recent years surrounding apprenticeships, this category looks at how companies or individuals are investing in this training which is so vital to the development of skills, talent and career progression in our industry.

Judges will be looking for examples of new thinking and innovation in training methods, the platforms and delivery, how the learning is designed to appeal to this group of apprentices, and flexibility in approach.

[Enter here](#)





Training Professional of the Year

This award is open to entries from independent individual trainers or by trainers working in-house for a company.

Candidates must also demonstrate that they have been involved in the identification of training needs, programme content, delivery and in measuring the effectiveness of such training.

The award focuses on innovation, their approach to training, their skills in developing & delivering really great training and their personal style in coaching & motivation.

[Enter here](#)





HR Manager of the Year

This award is open to individual HR Managers working in-house for a company, or as independent consultants.

This award recognises the person leading the HR function who can show that they have made a transformative impact on the working lives of their team or teams.

This includes areas such as training, rewards, incentives, people progression and other changes that improve the culture and day-to-day work environment, allowing their teams to thrive.

[Enter here](#)





Franca Knowles Live Your Life Award



This industry recognition award is in memory of the late Franca Knowles, who herself was a multiple winner of NITA awards and a leader in people development and training.

The winner is chosen by a panel led by Franca's husband Keith Knowles, CEO and founder of Beds & Bars. The award will identify and recognise an exceptional individual who leads by example and can demonstrate that people are at the core of everything they do.

Franca took huge pleasure in seeing young team members grow and thrive. She placed immense value on investing in people, recognising the benefits for both the employer, employee and the wider industry as a whole.



This caring and nurturing philosophy and legacy lives on through the award.



Still have a few questions
before you begin?

Get in touch with us!



WWW

[Click here to visit
our webpage!](#)



01276 684449



NITAS@BII.ORG

