IOM3 Training Academy PIABC rationale template

This template helps managers explain the rationale for staff training and qualifications. It can be adapted to your organisation's approval process and shared with HR, finance, or directors. For any questions about IOM3 Training course, please contact: training@iom3.org

Employee details

- Name:
- Job Title:
- Department/Team:
- Manager:

Training & qualification requested

- Course name: [eg, PIABC Level 5 Diploma in Packaging Technology]
- Training provider: IOM3 Training Academy (PIABC accredited)
- Proposed start date:
- Expected completion date:
- Study format: [Online / Blended / Workplace]
- Duration:
- Cost:

Why this training is important:

- [Insert employee name] will gain the technical knowledge and practical skills needed to:
    - Make informed packaging decisions across materials, processes and operations
    - Improve efficiency, consistency, and quality in packaging workflows
    - Support sustainability and regulatory compliance objectives
    - Take responsibility for packaging operations and supply chain decisions
    - Prepare for more senior roles, supporting career progression and talent retention

How this benefits the business:

- Develops internal capability, reducing reliance on external consultants
- Minimises risk of errors, rework or non-compliance
- Strengthens sustainability practices and circular economy initiatives
- Promotes knowledge sharing and upskilling within the team
- Supports succession planning and long-term workforce development

After completing the course, the employee will be able to:

- Apply packaging principles to real-world operations and decision making
- Optimise materials, production and supply chain processes
- Contribute to cost, quality and sustainability improvements
- Lead or support projects with greater confidence and technical authority

I recommend approval for this training as it aligns with organisational objectives to:

- Build skilled, knowledgeable teams
- Deliver consistent, high-quality packaging outcomes
- Support career development and internal capability

Manager name:
Position:
Signature:
Date:

This form is intended to support internal approval for staff training and development.
Course information and full details of PIABC packaging qualifications are available from the IOM3 Training Academy.