

C. On Learning and Growth Perspectives

HUMAN RESOURCE DEVELOPMENT

In 2017, the JHMC developed its Competency Model. The Competency Model is a framework for identifying, defining and developing the skills and knowledge requirements of a particular job. It is a collection of competencies that jointly define a successful job performance. Likewise, the JHMC established the Competency Baseline of all positions.

Using the said baseline, the JHMC conducted a competency assessment on 52 incumbents to determine whether or not they meet the required competencies of their positions. As a result of such, only 2 incumbents met the required competencies of their positions. In this regard, the JHMC developed a three-year Human Resource Development Program (HRDP) to address and/or close the identified competency gaps. The said HRDP was implemented from 2018 to 2020.

At the end of each year, the JHMC conducted a validation to determine improvements on the identified competency gaps, the result of which is hereunder provided:

BASIS	BASELINE (2017)	CONDUCT OF COMPETENCY ASSESSMENT			REMARKS
		2018	2019	2020	
Total number of employees	52	50	53	54	In the conduct of competency assessment every end of each year, newly hired and promoted employees were included.
Competency Profile of JHMC	77.36%	88.17%	96.71%	100%	
Percentage of competency gap improvement (those addressed and/or closed)	N/A	10.81%	8.54%	3.29%	

As reflected in the above-stated data, there is an improvement of the addressed and/or closed competency gaps from 2018 to 2020. Also, as reflected in the same data, the competency gaps of employees were totally closed in 2020. With the improvements of the competency gaps addressed and/or closed through the different interventions under the three-year HRDP, it only means that the said HRDP was effective.

For CY 2020, the JHMC implemented individual and organizational interventions such as, but not limited to, teambuilding activity, updates on R.A. 9184, QMS and EMS trainings, safety and security trainings, gender and development trainings, health and wellness program; and coaching and mentoring.

The COVID-19 pandemic was not a hindrance in implementing the above-mentioned interventions because the JHMC made use of available platforms such as online trainings, etc. Also, for the interventions conducted physically, the required protocols were observed.

BCDA Group: One Common Language

The aim is to enhance personal and team development, passion towards work, and strong relationship within the BCDA Group by understanding “one common language” in an organization and performance with purpose.



The “champions” of the BCDA Group’s “One Common Language” is no other than the BCDA BOD Chairman Gregorio “Tito Greg” Garcia III and our very own, JHMC BOD Chairman Silvestre “Yong” Afable Jr. The duo explained the importance of the activity during the OCL Track 1: Adventure Therapy (Build Self) at the Marriot Hotel, Clark Freeport Zone, Pampanga.



Left: Fellow participants from the BCDA Subsidiaries with the BCDA Chairman “Tito Greg” Garcia III and JHMC President Allan R. Garcia during the OCL Track 2: Building Strength at Forest Lodge, Camp John Hay, Baguio City.

Right: JHMC participants with BCDA Chairman Garcia III and facilitators from the NXT Level Experience during the Track 3: Transformation and Core Values at Dusit Thani Manila Hotel, Makati City.

Teambuilding Activity

For CY 2020, the Teambuilding Activity was aimed to:

1. Promote engagement, commitment, respect and dignity for all regardless of status, influence and advocacy;
2. Encourage engagement, commitment and collaborative efforts within teams, promote alignment with organizational goals, support democratic processes; and,
3. Create a climate of trust and lifting people up.





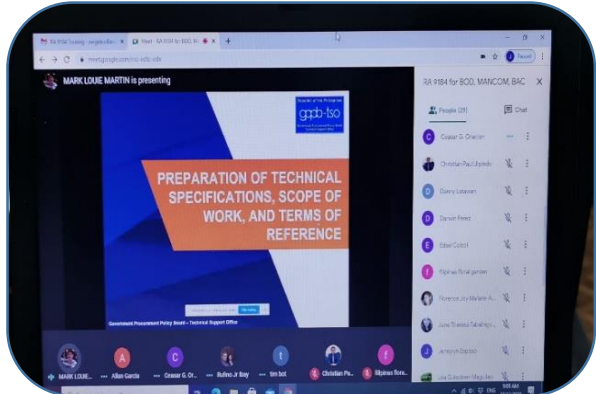
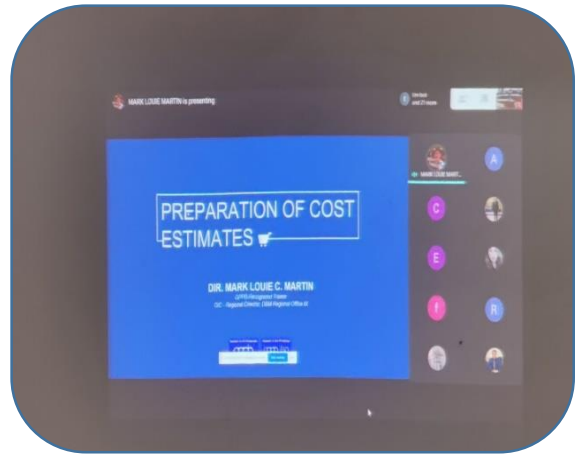
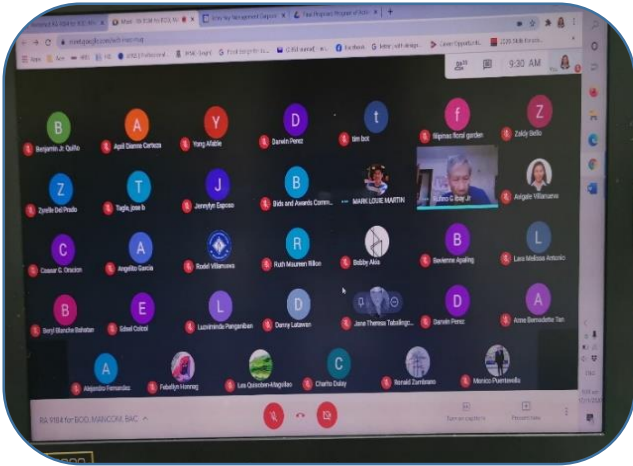
Various Trainings

Updates on R.A. No. 9184, attended by all the Members of the JHMC Board of Directors

The training is aimed to:

1. Enable not only the Bids and Awards Committee (BAC) Members, BAC-Technical Working Group (TWG), BAC Secretariat, the Head of Procuring Entity (HOPE) which in our case are the Members of the BOD but also all End-users/ Implementing Unit to know how to determine Project Costing and Determination of the Approved Budget of the Contract and Specifications Writing for Goods, Infrastructure Projects and Consulting Services;
2. Ensure compliance with laws, rules and regulations on procurement; and,
3. Ensure effective, efficient, economical and ethical operations in their respective areas of responsibility.





Safety and Security related trainings

The training is aimed to:

1. Promote safety awareness in the workplace;
2. Provide knowledge on the approved implementing rules and regulations as compliance with the Department Order of the Department of Labor and Employment;
3. Infuse the culture of safety in the workplace as part of the employer and employees' responsibility;
4. Encourage employees to be an active advocate of safety;
5. Provide guidance as to the composition and functions of the members of the Emergency Response Team; and,
6. Enhance knowledge on Basic Life Support and First Aid.



Left: President Allan R. Garcia intently listening to the lecture of the Bureau of Fire Protection (BFP) on Basic Life Support Training.

Right and below: Willing and active participation of JHMC personnel.







Health and Wellness Program

The Health and Wellness program was aimed to:

1. Ensure organizational productivity towards the efficient and effective regulation of Camp John Hay which can be measured through the efficiency rate of JHMC employees (Standard Number of Working Hours/Actual Hours Worked).
2. Empower women employees of JHMC
 - At least 80% attendance of women employees in the activities covered by the CY 2020 Health and Wellness Program.

Physical and Medical Exam (part of the Health and Wellness Program)

The program is aimed to:

1. Promote a drug free workplace;
2. Safeguard its employees from the harmful effects of dangerous drugs on their physical and mental well-being, and to defend the same against acts or omissions detrimental to their development and preservation;
3. Pursue an intensive campaign against the use of dangerous drugs and other similar substance; and,
4. Provide Physical and Medical Programs to employees through the conduct examinations.

As a result of the annual physical and medical exam for the year, eight per cent (8%) of the employees are found to be essentially healthy.