

19 December 2023: With the submission of the proposed targets for the ensuing year, the deliberation of the proposed OPCR 2024 of each Office commenced.



21 December 2023: The 2nd part of the deliberation of the proposed OPCR 2024 of each Office was concluded.





D. LEARNING AND GROWTH PERSPECTIVES

D.1 Human Resource Development Program

The HRDP comprises the various interventions to address competency gaps of employees and/or developmental activities, which may be for a specific employee, group of employees or for the whole organization.

D.1.1 Strategic Measure: Increase the Organizational Competency

The JHMC committed to provide each employee at least a 16 hours training and/or development programs. Thus, out of the 57 regular employees, **a total of 57 employees or 100%** were provided with at least 16 hours of training and/or development programs as of 31 December 2023, the summary of which is hereunder provided:

OBJECTIVES	SUCCESS	1 st	2 nd	3 rd	4 th
	INDICATOR	Quarter	Quarter	Quarter	Quarter
To provide continuous learning and growth opportunities for all JHMC personnel which includes, but not limited to training, seminar, forums, conferences, coaching, mentoring, focused group discussion, and short courses.	Provision of 16 hours relevant training and/or development program per JHMC personnel based on the approved Human Resource Development Program (HRDP).	3 employees	April- 14 May- 45 June- 51	July-1 Aug13 Sept14	Oct 38 Nov 17 Dec 0



D.1.2 Organizational Development Programs

Some of the organizational development programs provided were the following:

✓ 18-19 April 2023: Training on the Filipino Brand of Service Excellence by the Department of Tourism (DOT) – CAR.



✓ 10-12 May 2023 – Basic Incident Command System Training Course.



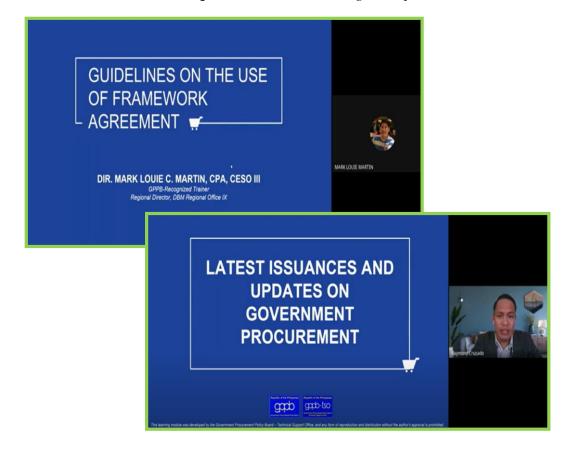


✓ 29-31 May 2023 – Training on Risk Management, through the DAP Project Team.



Article from https://dap.edu.ph/jhmc-officials-and-staff-complete-risk-management-course/

✓ 21-22 September 2023 – Training on Republic Act No. 9184: Procurement Law.







✓ 11 October 2023 – Environment Management System Awareness.



✓ Continuous Awareness on Environment Management System, Quality Management System, Human Resource Policies, and Other Related Laws and Regulations.

The continuous awareness on EMS, QMS, HR Policies and other related laws and regulations of all employees during flag ceremony, flag retreat. The same were also provided to employees through emails. Also, newly hired employees, including OJTs were provided orientation on these, in collaboration with the OPCEO-CPU and EAMD-EMD.

