

**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 2<sup>nd</sup> 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 INDICATOR	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> 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 Aug.-13 Sept.-14	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.**



-  Bids and Awards
-  Career Opportunities
-  Performance Based Incentive System

### JHMC OFFICIALS AND STAFF COMPLETE RISK MANAGEMENT COURSE

Posted on July 13, 2023



Some 25 officers, staff, and process owners from the John Hay Management Corporation (JHMC) completed a three-day course on risk management capability enhancement conducted by the Development Academy of the Philippines – Productivity and Development Center (DAP-PDC).



**ATTY. ENGELBERT C. CARONAN, JR., MNSA**  
President and CEO

development academy of the philippines

**ANNOUNCEMENT**

The Board of Trustees of the Development Academy of the Philippines, through Board Resolution No. 2018-019, has elected

**Atty. Engelbert "Jojo" C. Caronan Jr.**

as the new DAP president effective June 27, 2018.

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.**

## GUIDELINES ON THE USE OF FRAMEWORK AGREEMENT

**DIR. MARK LOUIE C. MARTIN, CPA, CESO III**  
GPPB-Recognized Trainer  
Regional Director, DBM Regional Office IX



MARK LOUIE MARTIN

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Raymond Cruzado

✓ *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.

