

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 st Quarter	2 nd Quarter	3 rd Quarter	4 th 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

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Regional Director, DBM Regional Office IX




MARK LOUIE MARTIN

LATEST ISSUANCES AND UPDATES ON GOVERNMENT PROCUREMENT



Raymond Cruzado

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✓ *11 October 2023 – Environment Management System Awareness.*



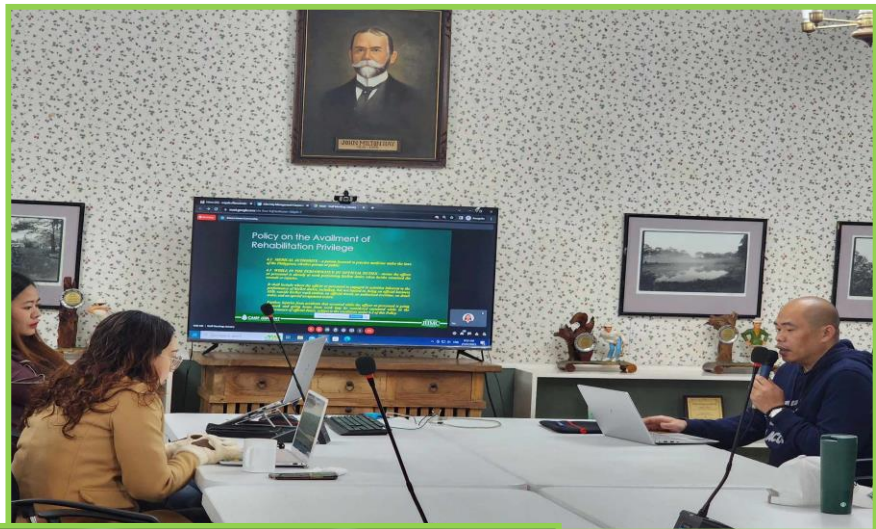
✓ *Continuous Awareness on Environment Management System, Quality Management System, Human Resource Policies, and Other Related Laws and Regulations.*

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.





✓ *Information, Education and Communication Through the Various Platforms*



D.3 Health and Wellness Program

Physical Work Outs

The JHMC continuously promotes the well-being of its employees regardless of position, age, sex, civil status, religion, belief, and culture through the conduct of various activities such as physical, financial, environmental, emotional, and spiritual. Thus, the JHMC, through its HRD, developed and implemented a Program to address the Health and Wellness issues of both male and female employees, which includes, but not limited to the following: (a) Psychological; (b) Physical; (c) Behavioral; and, (d) Environmental.

Both male and female employees were provided equal opportunities to participate in the Program. The Program was designed as non-discriminatory. Male employees were not prioritized over women employees.

For CY 2023, the following activities were conducted:

DATE	ACTIVITIES
January 2023	Development of the Health and Wellness Program for CY 2023
24 February 2023	Approval of the Health and Wellness Program
17 March 2023	Start of Implementation of the Health and Wellness Program
24 March 2023	Physical Games
May 2023	Physical Games
30 June 2023	Clean up Drive in coordination with EMD
23 June 2023	Annual Tree Planting and Forest Enrichment Activities
19 July 2023	Annual Tree Planting and Forest Enrichment Activities
August 2023	Physical Games
23 September 2023	Clean-up Drive in coordination with EMD
06 October 2023	Closing Program
22 December 2023	Promotion of a JHMC Drug Free Workplace through the conduct of a mandatory drug testing of employees.



D.3 Rewards and Recognition

JHMC conducted a Recognition Program to the **Loyalty Awardees for CY 2023**, to wit:

Employee	Years of Service
Customs Compliance Officer Noel Crisanto T. Pascua	25 years
Environment and Asset Management Manager Bobby V. Akia	15 years
Property Custodian Renegade C. Bayog	10 years
Administrative Services Manager Edsel U. Colcol	10 years
Customs Compliance Assistant Daniel Novencido III	10 years
One-Stop Action Center Processor Jun Caesar S. Ramirez	10 years
Internal Audit Manager Rodel P. Villanueva	10 years
Safety and Security Officer Jerry G. Ibayan	5 years
Finance Analyst Geraldine M. Bolawin	5 years



