



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 2024, the summary of which is hereunder provided:

OBJECTIVES	KPI	1st Quarter	2nd Quarter	3rd Quarter	4th 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).	52 Employees	52 Employees	32 Employees	25 Employees

D.1.2 Organizational Development Programs

Some of the organizational development programs provided were the following:



Safety and Security Related
Training: Fire Safety
Awareness Training
22 April 2024
Bureau of Fire Protection
Baguio | ASD - HRD
Bell House, Camp John Hay,
Baguio City



Safety and Security Related
Knowledge Training: Forest
Fire Management
23 April 2024
Bureau of Fire Protection
Baguio | ASD - HRD
Bell House, Camp John Hay,
Baguio City



Capacity Building for JHMC
Committee on Anti - Red
Tape
16 April 2024
Anti - Red Tape Authority



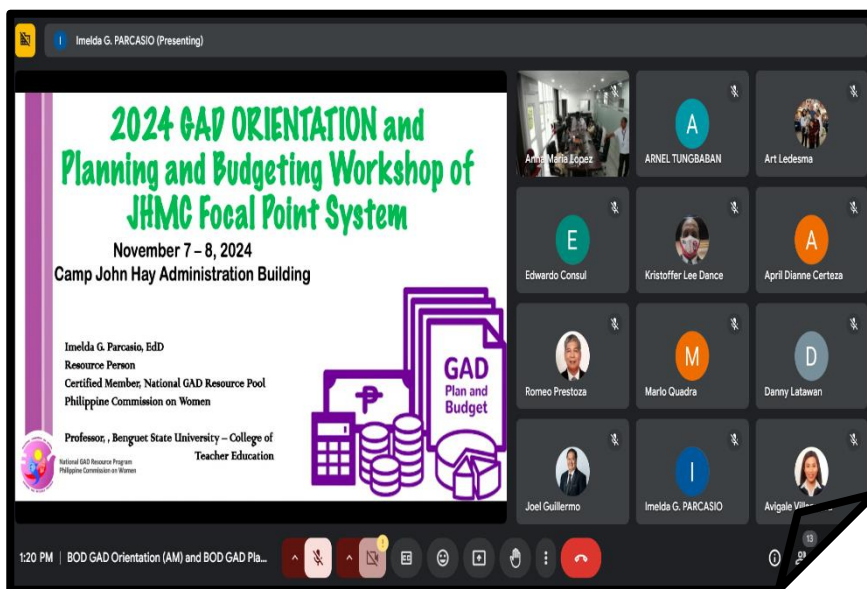
Quality Management
System: Quality Workplace
Standards
27 May 2024
Alfa Personnel Care
Language Tutorial Inc.
Bell House, Camp John Hay,
Baguio City



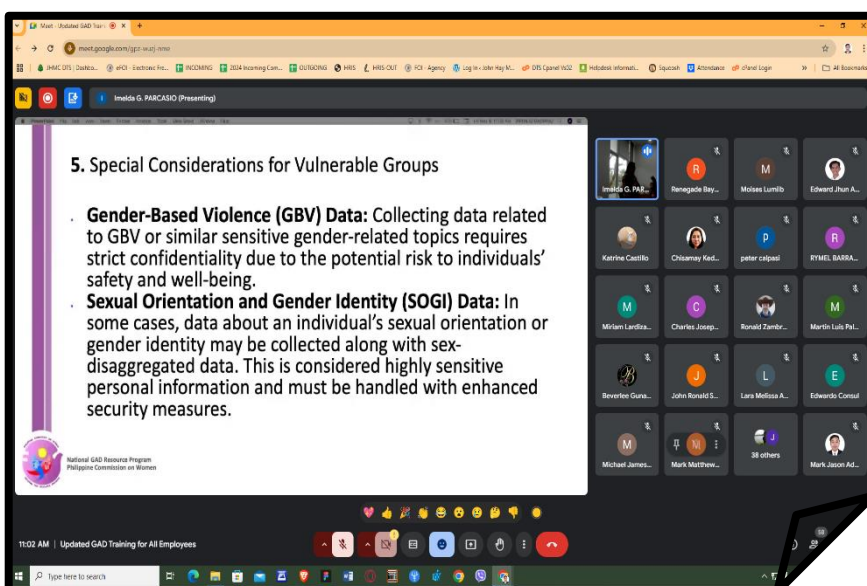
Environmental Management
System: Industrial Hygiene
28 May 2024
Alfa Personnel Care
Language Tutorial Inc.
Bell House, Camp John Hay,
Baguio City



SEC Small and Medium
Industries and Large
Enterprises Embracing
Sustainability (SEC
SMILEES)
18 September 2024
Securities and Exchange
Commission
Ion Hotel, Baguio City



GAD Orientation, Planning
and Budgeting for 2025
Dr. Imelda G. Parcasio
07 November 2024
JHMC Board Room



GAD Training on RA 1131
Safe Spaces Act
Dr. Imelda Parcasio
08 November 2024
JHMC Conference
Room/Online