

EMPLOYEE TRAINING AND DEVELOPMENT PROGRAMS

A. IN HOUSE TRAINING PROGRAMS CONDUCTED

Program Title	Date	Provider	Venue	No. of Participants
<p>In-house Seminar on Laserfiche for Personnel Involved in Document Management</p> <p><i>The objective of this training program is to equip PSALM Corporation personnel involved in document management in utilizing the Laserfiche Program.</i></p>	13 March 2020	PSALM Corporation and Metasystems	PSALM Conference Rooms C-D, 24F Vertis North Corporate Center 1, North Ave., Quezon City	16
<p>In-House Training Program on Financial Valuation Reports Including Formulation of Financial Models and Appraisal of Land</p> <p><i>This program aims to equip employees with various knowledge and skills involving formulation of Financial Valuation Reports and Financial Models.</i></p>	29 September 2020	Isla Lipana Contract and Pricewaterhouse Coopers (PWC)	Via Zoom Platform	115



Program Title	Date	Provider	Venue	No. of Participants
<p>In-house Training Program on Microsoft 365</p> <p><i>The Microsoft 365 training will help PSALM employees to navigate the use of vital Microsoft applications for a more efficient and cost-effective processes. Also, this will further assist PSALM employees to use the said program while in special work arrangements.</i></p>	05 November 2020	PSALM Corporation and First Data Corporation	Via Zoom Platform	96
<p>In-house Training on Effective Communications</p> <p><i>This program aims to enhance the competency of employees in Oral and Written Communications, Public Relations and Negotiation Skills.</i></p>	17,18,21 and 22 December 2020	PSALM Corporation and I-Techweb Solutions and Services, Inc.	Via Zoom Platform	50
<p>Reorientation Seminar: Use of In-house Application</p> <p><i>The Reorientation Seminar: Use of In-house Application will help employees navigate the use of PSALM in-house application.</i></p>	22 December 2020	PSALM Corporation - Information Systems and Technology Department	Via MS Teams Platform	62

Program Title	Date	Provider	Venue	No. of Participants
ORGANIZATIONAL				
Strategic and Critical Thinking <i>The Strategic and Critical Thinking training program is aimed to enhance important skills in developing effective plans of action to attain organizational progress and change.</i>	1-4 September 2020	Human Resource Innovations and Solutions, Inc. (HURIS)	Via Zoom Platform	7
Technical Writing Skills: Taking your Written Outputs to the Next Level <i>This course is primarily designed for professionals to be able to prepare specialized, high impact documents to gain management buy-in and convey message in a more comprehensive/layman's language.</i>	24-27 November 2020	Ateneo - CCE	Via Zoom Platform	11
TECHNICAL				
Java Programming Training <i>It is expected that the participants will implement the Java programming language in developing new applications</i>	17 February 2020 23 March 2020	ICT Literacy Competency and	DICT Valenzuela Campus	1

<p><i>and could convert the existing applications into the said programming language.</i></p>		<p>Development Bureau (ILCDB)</p>		
<p>Program Title</p>	<p>Date</p>	<p>Provider</p>	<p>Venue</p>	<p>No. of Participants</p>
<p>Risk Management</p> <p><i>This training programs aims participants to:</i></p> <ul style="list-style-type: none"> • <i>Define enterprise risk management (ERM) and risk.</i> • <i>Identify the difference between inherent and residual risk.</i> • <i>Risk Management Assumptions</i> • <i>Identify the assumptions of risk management.</i> • <i>Identify the benefits of risk management</i> • <i>Identify the categories of risk.</i> 	<p>19-21 February 2020</p>	<p>Association of Government Internal Auditors, Inc.</p>	<p>Hotel Kimberly, 770 Pedro Gil St., Malate, Manila</p>	<p>1</p>
<p>Strategic HR</p> <p><i>This is a three-day course that will enable middle-level HR Practitioners to identify HR strategies that will directly and effectively support their respective organizations to achieve</i></p>	<p>26-28 February 2020</p>	<p>Civil Service Institute</p>	<p>4F CSC Resource Center IBP Rd., Brgy. Batasan Hills, Quezon City</p>	<p>1</p>

Program Title	Date	Provider	Venue	No. of Participants
<p><i>strategic directions by adopting a strategic mind-set and an integrated approach to HR Management.</i></p>				
<p>How to Prepare an Internal Control Manual</p> <p><i>At the end of the seminar, the participating accountants and other professionals shall be able to:</i></p> <ul style="list-style-type: none"> • <i>comply with corporate governance requirements;</i> • <i>design the internal control system using the Sarbanes Oxley Act; and</i> • <i>contribute to the enhancement and sustainability of operations not only on a macro but micro basis as well</i> 	<p>26 February 2020</p>	<p>Philippine Institute of Certified Public Accountants</p>	<p>PICPA Bldg., 700 Shaw Blvd., Mandaluyong City/ PhP2,500.00 inclusive of applicable government taxes</p>	<p>2</p>
<p>Data Privacy Awareness and Compliance Seminar</p> <p><i>The Data Privacy Awareness and Compliance Seminar is aimed to discuss provisions of RA 10173, and Memorandum Circulars issued by the National Privacy Commission (NPC).</i></p>	<p>8-10 September 2020</p>	<p>Yisrael Solutions and Training Center Inc</p>	<p>Via Zoom Platform</p>	<p>5</p>

Program Title	Date	Provider	Venue	No. of Participants
<p>Live Webinar on Project Management</p> <p><i>This course provides participants with the knowledge and tools to carry out projects from conception to materialization. It provides effective and innovative techniques in managing projects with case studies that allow participants to simulate problem-solving for project case scenarios and also adapt to the New Normal.</i></p>	05-06 November 2020	Businessmaker Academy, Inc.	Via Zoom Platform	1
<p>Basic WESM Training</p> <p><i>This course will equip the participants with the basic principles governing the WESM operations; discussions on the Electric Power Industry Reform Act (EPIRA) pertaining to the Philippine electricity market, the governance and the role of WESM in the power industry as well as its basic operations.</i></p>	12-13 November 2020	Independent Electricity Market Operator of the Philippines (IEMOP)	Via Zoom Platform	1

Program Title	Date	Provider	Venue	No. of Participants
<p>Advanced WESM Training on Pricing and Settlements</p> <p><i>This course will equip the participants with the essential knowledge on the operations of WESM, in greater detail. This is aimed at providing a deeper understanding of the background, concepts and scope of the price determination in the WESM by employing in-depth discussions and/or sample simulations using real market data and case studies, if applicable.</i></p>	29-30 October 2020	Independent Electricity Market Operator of the Philippines (IEMOP)	Via Zoom Platform	9
<p>16th Accredited Financial Analyst Program</p> <p><i>The 16th Accredited Financial Analyst (AFA) Program is aimed to enable participants in:</i></p> <ul style="list-style-type: none"> <i>Understand financial statements, and use them to evaluate the</i> 	13 October 2020 to 05 November 2020	American Academy of Financial Management (AAFMM)	Via Zoom Platform	6

<p><i>strength of organizations.</i></p> <ul style="list-style-type: none"> • <i>Sift through information to identify what is most relevant</i> • <i>Applying sophisticated analytical methods.</i> • <i>Framing an idea and formulating a hypothesis</i> • <i>Develop models to estimate the fundamental value of a firm.</i> • <i>Apply concepts of accounting, economics, statistics, and psychology.</i> • <i>Make extensive use of modelling tools such as excel in creating financial models</i> • <i>Write professional research reports</i> • <i>Advise and analyze investments</i> 				
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	--

Program Title	Date	Provider	Venue	No. of Participants
<p>Finance 101: Essentials of Financial Management</p> <p><i>The Finance 101: Essentials of Financial Management training program aims to discuss the essentials of Financial Management</i></p>	10 and 12 November 2020	Ateneo-CCE	Via Zoom Platform	1
<p>Basic Accounting and Internal Control for Non-Accountants</p> <p><i>This training program is an introduction to the basic accounting concepts, principles and standards underlying financial accounting systems, Internal Control Components, National Government Internal Control System (NGICS) and Overview of the PPSAS</i></p>	15-18 December 2020	Association of Government Internal Auditors, Inc.	Via Zoom Platform	1
<p>Real Property Tax</p> <p><i>This training programs aims to enhanced knowledge of basic necessities of Real Property Tax as well the relevant revenue regulations and latest tax updates.</i></p>	03 December 2020	IPG Training Institute for Professional Advancement	Via Zoom Platform	1

Program Title	Date	Provider	Venue	No. of Participants
LEADERSHIP/MANAGERIAL				
<p>Public Sector Leaders and HR Forum</p> <p><i>The Public Sector Leaders and HR Forum: Public Service Continuity and Recovery aims to bring together HR leader sin government to discuss global and local strategies and initiatives to current issues, challenges and best practices related to the Forum’s theme</i></p>	10 September 2020	Civil Service Institute	Via Zoom Platform	2
<p>Managerial Leadership Program (CESB Accredited Program)</p> <p><i>This training program aims to develop the discipline of Managerial Leadership by understanding the differences between leadership and management and then apply the right mic of their skills to achieve positive results.</i></p>	6-9 October 2020	Human Resource Innovations and Solutions, Inc. (HURIS)	Via Zoom Platform	1

Program Title	Date	Provider	Venue	No. of Participants
<p>Building Powerful Teams</p> <p><i>This program aims to develop team's ability to define objectives and goals better, solve problems and resolve conflict and foster trust in each one's contributions.</i></p>	20-23 October 2020	Human Resource Innovations and Solutions, Inc. (HURIS)	Via Zoom Platform	1

##