



Republic of the Philippines
Province of Nueva Ecija
San Jose City - 3121
Nueva Ecija
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CITY HUMAN RESOURCE MANAGEMENT OFFICE

TRAINING NEEDS ASSESSMENT FOR THE YEAR 2024

RATIONALE:

The City Human Resource Management Office (CHRMO) recognizes the importance of measuring employees' abilities, unlocking their full potential, and developing their skills, talents, and knowledge. To achieve this, the CHRMO conducted a Training Needs Assessment (TNA) for employees in 1st and 2nd level positions within the local government unit (LGU).

This assessment serves several purposes. Firstly, it allows the CHRMO to identify the specific training needs of the employees, enabling the LGU to allocate its resources effectively. By targeting the areas where employees require additional training or development, the LGU can maximize the impact of its Learning and Development program, resulting in improved job performance and productivity. Additionally, the TNA process fosters employee engagement and satisfaction by involving them in the identification of their training needs, showcasing the LGU's commitment to their growth and development.

Furthermore, the TNA enables employees to reflect on their own career goals and aspirations, allowing them to plan for future advancements within the LGU. By aligning training programs with employees' career aspirations, the LGU can nurture a skilled and motivated workforce, fostering organizational growth and ensuring long-term success.

METHODOLOGY:

The CHRMO has developed an online survey form for the Training Needs Assessment (TNA) of LGU-SJC employees, encompassing various training and seminar topics. Respondents were instructed to rate and select each topic as "Much Needed," "Needed," or "Not Needed." On April 26, 2023, a total of 681 employees from LGU-San Jose City were informed via online links to participate in the survey. Out of these, 368 regular employees responded, resulting in a response rate of 54.04%, which falls within the recommended response rate by research experts.

This marks the first utilization of the online form to assess employees' needs for career development, serving as a more streamlined and safer tool for the City Government of San Jose to identify the specific types of training that should be prioritized by its Human Resource Office.

RESULTS:

Figure 1 shows the gender distribution among the three hundred sixty-eight (368) respondents: with 162 respondents (44%) being male, 201 respondents (54.6%) being female, and 6 respondents (1.6%) identifying as LGBTQ+. Moreover, out of the total respondents, three hundred sixty-five (365) individuals (99.2%) expressed their willingness to attend the training/seminar, while three (3) respondents (0.8%) indicated their lack of interest (See Figure 2).

Figure 1. Gender

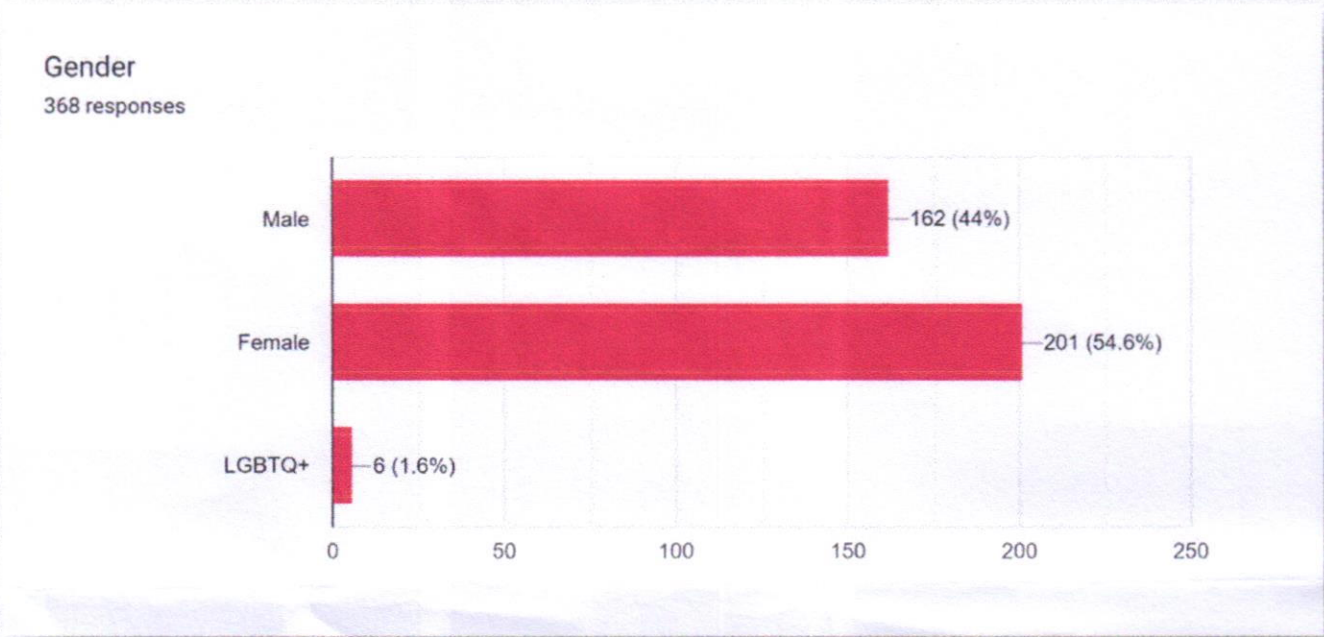


Figure 2. Willingness to attend the program

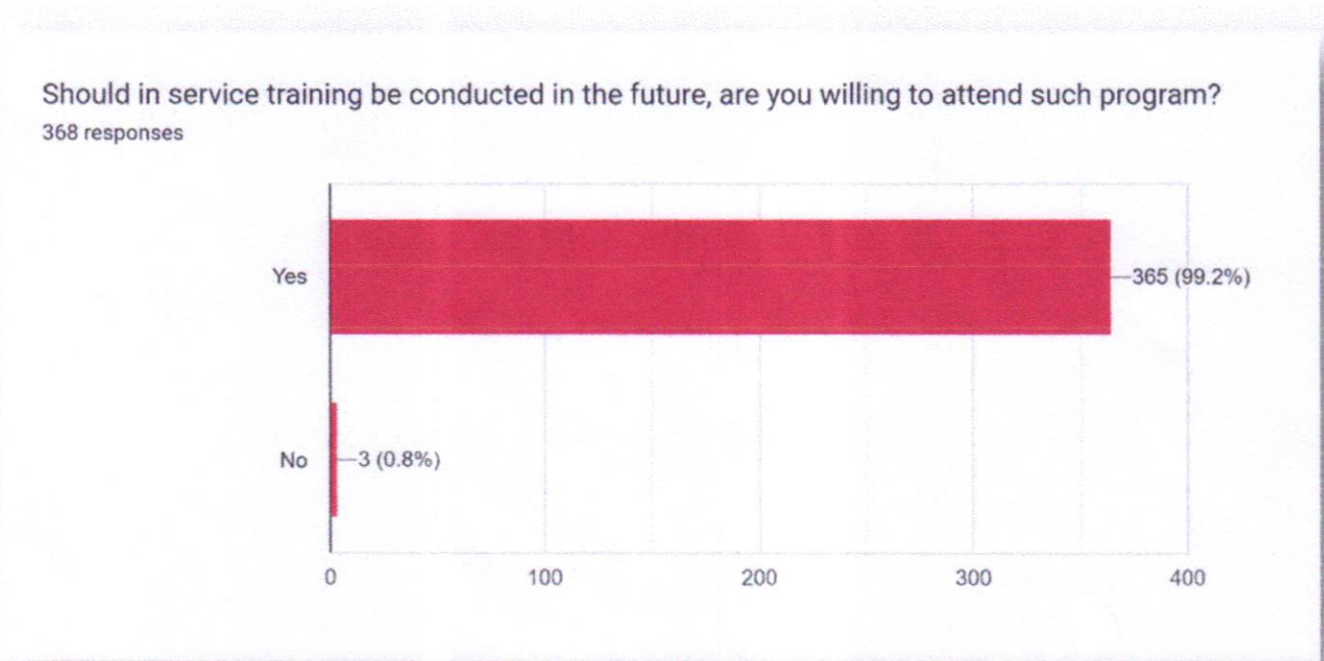
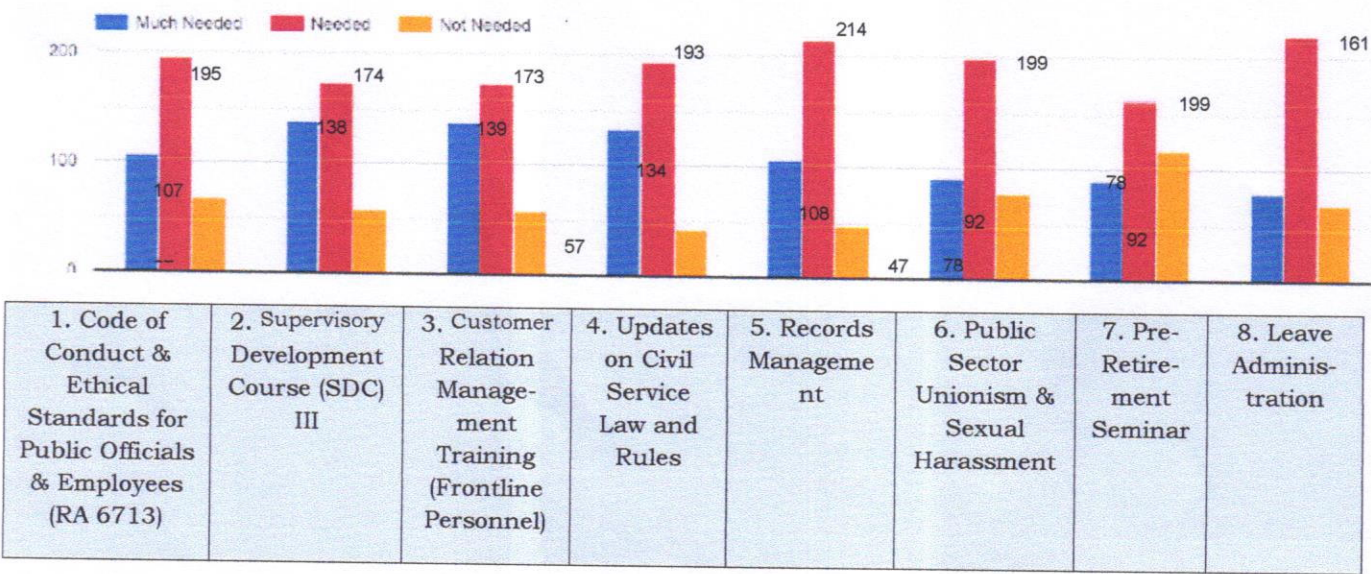


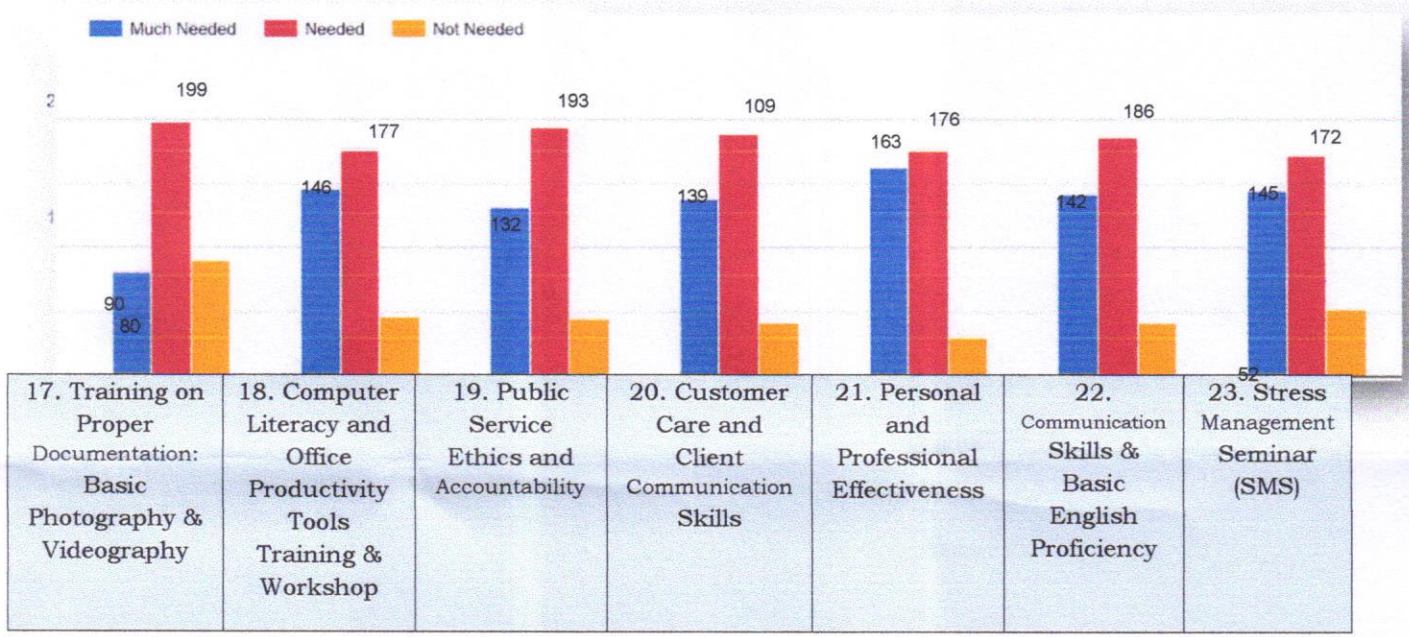
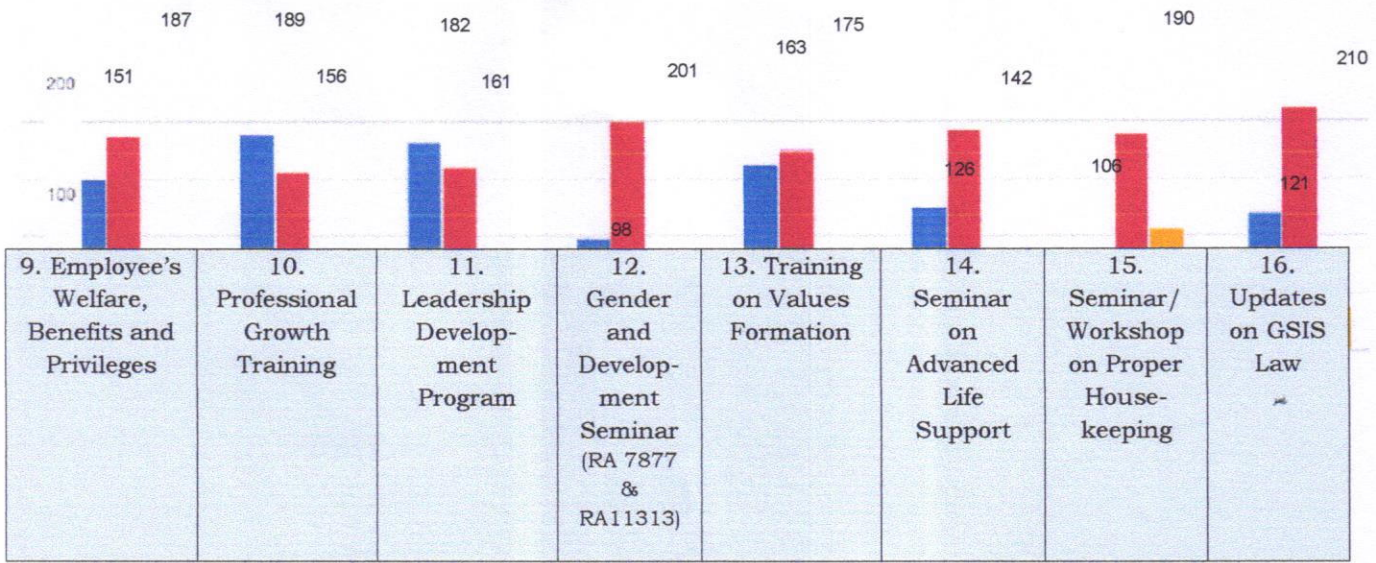
Table 1. Summary Result (Based on the Google Form used)

ONLINE SURVEY ON TRAINING NEEDS ASSESSMENT
FOR LGU-SJC EMPLOYEE 2023

NO.	TRAINING/SEMINAR	MUCH NEEDED	NEEDED	NOT NEEDED
1	Code of Conduct & Ethical Standards for Public Officials & Employees (RA 6713)	107	195	67
2	Supervisory Development Course (SDC) III	138	174	57
3	Customer Relation Management Training (Frontline Personnel)	139	173	57
4	Updates on Civil Service Law and Rules]	134	193	42
5	Records Management]	108	214	47
6	Public Sector Unionism & Sexual Harassment	92	199	78
7	Pre-Retirement Seminar	91	161	117
8	Leave Administration	80	220	69
9	Employees Welfare, Benefits and Privileges	151	187	31
10	Professional Growth Training	189	156	24
11	Leadership Development Program	182	161	26
12	Gender and Development Seminar (RA 7877 & RA11313)	98	201	70
13	Training on Values Formation	163	175	31
14	Seminar on Advanced Life Support	126	142	51
15	Seminar/Workshop on Proper Housekeeping]	73	190	106
16	Updates on GSIS Law	121	210	38
17	Training on Proper Documentation: Basic Photography & Videography	80	199	90
18	Computer Literacy and Office Productivity Tools Trainings & Workshop	146	177	46
19	Public Service Ethics and Accountability	132	193	44
20	Customer Care and Client Communication Skills	139	189	41
21	Personal and Professional Effectiveness	163	176	30
22	Communication Skills & Basic English Proficiency	142	186	41
23	Stress Management Seminar (SMS)	145	172	52

Figure 3. Graph – Online Survey Result





The results below state the top 10 topics in each rating category.

Table 2. Top 10 topics that were identified as “Much Needed” by the respondents

TOP 10 - MUCH NEEDED			
NO.	TRAINING/SEMINAR	MUCH NEEDED	Percentage of the Total Respondents
1	Professional Growth Training	189	51.36%
2	Leadership Development Program	182	49.46%
3	Training on Values Formation	163	44.29%
4	Personal and Professional Effectiveness	163	44.29%
5	Employees Welfare, Benefits and Privileges	151	41.03%
6	Computer Literacy and Office Productivity Tools Trainings & Workshop	146	39.67%
7	Stress Management Seminar (SMS)	145	39.40%
8	Communication Skills & Basic English Proficiency	142	38.59%
9	Customer Relation Management Training (Frontline Personnel)	139	37.77%
10	Customer Care and Client Communication Skills	139	37.77%

Table 3. Top 10 topics that were identified as “Needed” by the respondents

TOP 10 – NEEDED			
NO.	TRAINING/SEMINAR	NEEDED	Percentage of the Total Respondents
1	Leave Administration	220	59.78%
2	Records Management	214	58.15%
3	Updates on GSIS Law	210	57.06%
4	Gender and Development Seminar (RA 7877 & RA11313)	201	54.62%
5	Public Sector Unionism & Sexual Harassment	199	54.08%
6	Training on Proper Documentation: Basic Photography & Videography	199	54.08%
7	Code of Conduct & Ethical Standards for Public Officials & Employees (RA 6713)	195	52.99%
8	Updates on Civil Service Law and Rules	193	52.45%
9	Public Service Ethics and Accountability	193	52.45%
10	Seminar/Workshop on Proper Housekeeping	190	51.63%

Table 4. Top 10 overall topics *(Two (2) points were given to a topic with a Much Needed rating and one (1) for Needed*

OVERALL RATING				
NO.	TRAINING/SEMINAR	MUCH NEEDED	MUCH NEEDED	TOTAL
1	Professional Growth Training	2	-	2
2	Leadership Development Program	2	-	2
3	Training on Values Formation	2	-	2
4	Personal and Professional Effectiveness	2	-	2
5	Employees Welfare, Benefits and Privileges	2	-	2
6	Computer Literacy and Office Productivity Tools Trainings & Workshop	2	-	2
7	Stress Management Seminar (SMS)	2	-	2
8	Communication Skills & Basic English Proficiency	2	-	2
9	Customer Relation Management Training (Frontline Personnel)	2	-	2
10	Customer Care and Client Communication Skills	2	-	2
11	Leave Administration	-	1	1
12	Records Management	-	1	1
13	Updates on GSIS Law	-	1	1
14	Gender and Development Seminar (RA 7877 & RA11313)	-	1	1
15	Public Sector Unionism & Sexual Harassment	-	1	1
16	Training on Proper Documentation: Basic Photography & Videography	-	1	1
17	Code of Conduct & Ethical Standards for Public Officials & Employees (RA 6713)	-	1	1
18	Updates on Civil Service Law and Rules	-	1	1
19	Public Service Ethics and Accountability	-	1	1
20	Seminar/Workshop on Proper Housekeeping	-	1	1

FINDINGS:

Based on the submitted online forms, a considerable proportion of the respondents demonstrated a strong desire for specific seminar topics.

The top five highly recommended topics, falling under the "Much Needed" rating category, are as follows: Professional growth training (51.36%), Potential for supervisory and Leadership Development Program (49.46%), Training on Values Formation (44.29%), Personal and Professional Effectiveness (44.29%), and Awareness of Employees Welfare, Benefits, and Privileges (41.03%).

The next top five topics are Computer Literacy and Office Productivity Tools Training & Workshop, Stress Management Seminar (SMS), Communication Skills & Basic English Proficiency, Customer Relation Management Training (Frontline Personnel), and Customer Care and Client Communication Skills.

For the "Needed" rating category, the top five topics are Leave Administration (59.78%), Records Management (58.15%), Updates on GSIS Law (57.06%), Gender and Development Seminar (RA 7877 & RA11313) (54.62%), and Public Sector Unionism & Sexual Harassment (54.08%).

The remaining five topics in the top 10 are Training on Proper Documentation: Basic Photography & Videography, Code of Conduct & Ethical Standards for Public Officials & Employees (RA 6713), Updates on Civil Service Law and Rules, Public Service Ethics and Accountability, and Seminar/Workshop on Proper Housekeeping.

The overall results show that the following are the most important topics needed to be tackled in our training activities for 2024:

1. Professional Growth Training; (Much Needed) (51.36%)
2. Leadership Development Program; (Much Needed) (49.46%)
3. Training on Values Formation; (Much Needed) (44.29%)
4. Personal and Professional Effectiveness; (Much Needed) (44.29%)
5. Employees Welfare, Benefits and Privileges; (Much Needed) (41.03%)
6. Computer Literacy and Office Productivity Tools Trainings & Workshop; (Much Needed) (39.67%)
7. Stress Management Seminar (SMS); (Much Needed) (39.40%)
8. Communication Skills & Basic English Proficiency; (Much Needed) (38.59%)
9. Customer Relation Management Training (Frontline Personnel); (Much Needed) (37.77%)
10. Customer Care and Client Communication Skills; (Much Needed) (37.77%)

RECOMMENDATION:

Based on the survey results, several training topics have been identified as highly recommended and in high demand by the employees. These include Professional Growth Training, Leadership Development Program, Training on Values Formation, Personal and Professional Effectiveness, Employees Welfare, Benefits and Privileges, Computer Literacy and Office Productivity Tools Trainings & Workshop, Stress Management Seminar (SMS), Communication Skills & Basic English Proficiency, Customer Relation Management Training (Frontline Personnel), and Customer Care and Client Communication Skills. All these were rated "Much needed."

We highly recommend prioritizing the mentioned topics for our training efforts. It is proposed that adequate funds be allocated for conducting the identified seminars during the fiscal year 2024. By investing in these training programs, we aim to equip our employees with the knowledge and skills they have identified as crucial. This initiative is seen as critical in promoting and assisting our employees in delivering enhanced service to the City Government of San Jose and its constituents.

Prepared by:



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Administrative Assistant I

Attested:



ROMEO S. YACAN, JR.

City Human Resource Mgt. Officer

Recommending Approval:



ALEXANDER GLEN E. BAUTISTA

*City Administrator and Chairman,
Learning and Development Committee*

Approved:



MARIO O. SALVADOR

City Mayor

LEARNING AND DEVELOPMENT TOOL

New Tab


Assessment - Google Forms

docs.google.com/forms/d/1fmy3jt_PWGoNgwRSxla-a_4AdhXGUyFdqReHb-sHnXw/edit

Assessment


Send

QuestionsResponsesSettings



TRAINING NEEDS ASSESSMENT

FOR LGU-SJC EMPLOYEES 2023



Instructions: This questionnaire is design to determine perceived training needs of employees for year 2024. Please answer each item on the appropriate blank or by specifying your responses in the blank provided.

Form description

Full Name *

Short answer text

Office *


Short answer text

Gender *

☐ Male

89°F
Mostly sunny

Search



ENG
US

09:11 AM
05/05/2023

	Much Needed	Needed	Not Needed
1. Code of Conduct & Ethics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Supervisory Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Customer Relationship Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Updates on Civil Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Records Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Public Sector Unions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Questions	Responses	Settings
18. Computer Literacy a...	<input type="radio"/>		<input type="radio"/>
19. Public Service Ethics...	<input type="radio"/>		<input type="radio"/>
20. Customer Care and ...	<input type="radio"/>		<input type="radio"/>
21. Personal and Profes...	<input type="radio"/>		<input type="radio"/>
22. Communication Skill...	<input type="radio"/>		<input type="radio"/>
23. Stress Management ...	<input type="radio"/>		<input type="radio"/>

Other Trainings Recommended:

Short answer text

Give some suggestions that will help improve working condition of employees.

Short answer text

Thank You...

Description (optional)

	Questions	Responses	Settings
6. Public Sector Unionis...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Pre-Retirement Semin...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Leave Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Employees Welfare, B...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Professional Growth...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Leadership Develop...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Gender and Develop...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Training on Values F...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Seminar on Advance...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Seminar/Workshop ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Updates on GSIS Law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Training on Proper D...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Computer Literacy a...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Public Service Ethics...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Customer Care and ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Personal and Profes...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ONLINE SURVEY ON TRAINING NEEDS ASSESSMENT FOR LGU-SJC EMPLOYEES 2023

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/26/2023 12:59:14	NIKKO C. SANTIAGO	CITY POPULATION OFFICE	Male	Yes	Not Needed	Needed
4/26/2023 13:07:49	MIGUEL G. LINDAIN, JR.	FRANCHISING AND REGULATORY OFFICE	Male	Yes	Needed	Needed
4/26/2023 13:08:18	CLARC ARVIN C. ESQUILLO	CITY HEALTH OFFICE	Male	Yes	Needed	Needed
4/26/2023 13:08:23	PATHEDBERT DILEMA	GENERAL SERVICE OFFICE	Male	Yes	Much Needed	Much Needed
4/26/2023 13:10:08	EMMA C. SOMERA	MIS	Female	Yes	Needed	Needed
4/26/2023 13:12:38	VILMA AGANON	CITY COOPERATIVE DEVELOPMENT OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:12:57	RUSSEL G. ILUMIN	OFFICE OF THE CITY VICE MAYOR	Female	Yes	Much Needed	Much Needed
4/26/2023 13:13:02	ANNALYN A. VITALISTA	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:13:54	LEA ROSE C. ARIEM	CITY ASSESSOR'S OFFICE	Female	Yes	Not Needed	Not Needed
4/26/2023 13:14:36	SANDRA KARISSA ACPAL	ACCOUNTING	Female	Yes	Much Needed	Much Needed
4/26/2023 13:15:41	RIZZA GREGORIA M. ESGUERRA, RPH., M. D.	CITY HEALTH OFFICE	Female	Yes	Needed	Not Needed
4/26/2023 13:16:16	MELVIN LAPITAN	ACCOUNTING OFFICE	Male	Yes	Much Needed	Needed
4/26/2023 13:17:04	LESLIE VAN I.VILLAMANTE	CITY HEALTH OFFICE	Male	Yes	Much Needed	Much Needed
4/26/2023 13:17:25	CONNIE S, DOMINGO	CITY HEALTH OFFICE	Female	Yes	Much Needed	Needed
4/26/2023 13:19:17	SHEILA V.VIGUILLA	CITY POPULATION OFFICE SAN JOSE	Female	Yes	Needed	Needed
4/26/2023 13:19:42	NONATO B GARCIA	ACCOUNTING OFFICE	Male	Yes	Needed	Needed
4/26/2023 13:19:46	OLIVIA JOSON LEE	CITY ASSESSORS OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 13:20:40	BERNADETTE RAMOS HINAYO	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:21:20	JOYCE V.SANTOS	CHO	Female	Yes	Much Needed	Much Needed
4/26/2023 13:21:50	MARIDEN GLYZA COLOMA SAHAGUN	ACCOUNTING	Female	Yes	Not Needed	Not Needed
4/26/2023 13:24:10	IAN KELVIN C. LINSANGAN	CITY TREASURER'S OFFICE	Male	Yes	Not Needed	Not Needed
4/26/2023 13:24:55	MARY JANE PERIAMESA	ACCOUNTING OFFICE	Female	Yes	Not Needed	Needed
4/26/2023 13:25:07	MERCEDITA A. VERGARA	CITY SLAUGHTERHOUSE	Female	Yes	Much Needed	Much Needed
4/26/2023 13:25:43	VERONICA A. PAROCHA	CITY COOP DEVT OFFICE	Female	Yes	Needed	Much Needed
4/26/2023 13:25:45	ARVIN REX BALDOVINO ESPIRITU	VICE MAYOR'S OFFICE	Male	Yes	Needed	Needed
4/26/2023 13:26:02	HANNAH JOY P. ESCUDERO	CHO	Female	Yes	Needed	Needed
4/26/2023 13:28:05	SHEIRLY ANN PAGADUAN VALLE	CITY TREASURER'S OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:29:00	DANNA MAY LADRINGAN	ACCOUNTING OFFICE	Female	Yes	Much Needed	Much Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/26/2023 13:29:13	DALIA ABAD	CITY HEALTH OFFICE SAN JOSE CITY	Female	Yes	Much Needed	Much Needed
4/26/2023 13:29:41	BEIMAN MARTIN VINLUAN PASCUAL	OFFICE OF THE VICE MAYOR	Male	Yes	Needed	Needed
4/26/2023 13:29:45	MICHAEL T. ABALOS	CITY TREASURER'S OFFICE	Male	Yes	Much Needed	Needed
4/26/2023 13:30:28	MARY ANNE D. UMayAM	CITY HEALTH OFFICE	Female	Yes	Not Needed	Needed
4/26/2023 13:30:39	MARIA TERESA S CABATIN	CITY ACCOUNTING OFFICE	Female	Yes	Not Needed	Not Needed
4/26/2023 13:30:47	JENNYLYN N. GALLARDO	ACCOUNTING	Female	Yes	Much Needed	Not Needed
4/26/2023 13:31:50	JOHN BERTRAND CASTILLO GATCHALIAN	CITY ACCOUNTANT'S OFFICE	Male	Yes	Needed	Much Needed
4/26/2023 13:33:11	EUGENE CABINIAN	MANAGEMENT INFORMATION SYSTEM OFFICE	Male	Yes	Needed	Needed
4/26/2023 13:33:15	BIANCA LORAINe GALANG	ACCOUNTING	Female	Yes	Much Needed	Needed
4/26/2023 13:33:20	JIMUEL GUILLERMO	CITY HEALTH OFFICE	Male	Yes	Needed	Much Needed
4/26/2023 13:34:18	RADITO S. LOCQUIAO	ACCOUNTING OFFICE	Male	Yes	Needed	Much Needed
4/26/2023 13:34:47	LANITA L.BALOLOY	ACCOUNTING OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:35:11	JUNALYN C. FLORES	ACCOUNTING DEPARTMENT	Male	Yes	Needed	Needed
4/26/2023 13:35:21	MARIA DOLORES V. ELEVAZO	CITY ACCOUNTANTS OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 13:35:21	GREANNE FATIMA CADIZ VALENTON	CSWDO	Female	Yes	Not Needed	Needed
4/26/2023 13:36:49	MARVIC S. PAJARILLO	OFFICE OF THE VICE MAYOR	Male	Yes	Needed	Much Needed
4/26/2023 13:37:42	CHRISTIAN G. NICOLAS	PDAO	Male	Yes	Needed	Much Needed
4/26/2023 13:38:02	MA. FREYA DC. ARGENAL	CITY PLANNING AND DEVELOPMENT OFFICE	Female	Yes	Not Needed	Much Needed
4/26/2023 13:39:53	DABIE SALAMANCA	LD RRMO	Female	Yes	Needed	Needed
4/26/2023 13:40:03	JENDANNE L. ERCILLA	CITY HEALTH OFFICE	Female	Yes	Not Needed	Needed
4/26/2023 13:40:13	MARIBEL L. MANUEL	CITY HEALTH OFFICE	Female	Yes	Needed	Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/26/2023 13:41:02	LORIBELLE C. GARCIA	PUBLIC MARKET OFFICE	Female	Yes	Needed	Much Needed
4/26/2023 13:41:20	MARICRIS MENIA RAQUINIO	CSWDO	Female	Yes	Needed	Needed
4/26/2023 13:41:37	RHODORA B. LANOZO	CITY TREASURERS OFFICE, LGU-SJC	Female	Yes	Needed	Much Needed
4/26/2023 13:42:18	QUIA DEE N. TRAZO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/26/2023 13:42:33	JANICE E. MARTINEZ	CITY BUDGET OFFICE	Female	Yes	Needed	Much Needed
4/26/2023 13:42:38	JONATHAN M. CORDERK	CITY TREASURER'S OFFICE	Male	Yes	Much Needed	Much Needed
4/26/2023 13:44:04	FRANCIS JACOB T. CABRERA	CITY COMMUNITY AFFAIRS OFFICE	Male	Yes	Needed	Not Needed
4/26/2023 13:45:17	RESTIE P. ABAD	CITY HEALTH OFFICE	Male	Yes	Not Needed	Not Needed
4/26/2023 13:45:21	BENILDA B. VIERNES	CITY PLANNING AND DEVELOPMENT OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 13:45:29	RIZZA FE NOLASCO REYES	CSWDO SAN JOSE CITY	Female	Yes	Much Needed	Much Needed
4/26/2023 13:46:00	PRINCES JEZALEN R. MAÑOSCA	ASSESSOR'S OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:46:04	MICHELE MARCOS SALMO	LCR	Female	Yes	Needed	Much Needed
4/26/2023 13:46:22	LENIE BAUTISTA SALONGA	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:46:29	MELIZA V. ALBERTO	CITY PLANNING DEVELOPMENT OFFICE	Female	Yes	Much Needed	Needed
4/26/2023 13:46:40	JANET S. MALLARI	ACCOUNTING	Female	Yes	Much Needed	Much Needed
4/26/2023 13:47:10	DENCY C. TENERIFE	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/26/2023 13:47:48	CANDY P AGUSTIN-ARIEM	OLSJ	Female	Yes	Needed	Needed
4/26/2023 13:47:54	CHERIDAN REYES MORALES	CITY ASSESSORS OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:48:10	EMMANUEL DWIGHT D. ARIEM	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Much Needed
4/26/2023 13:49:15	LOURD WILFRED S. MEDINA	PDAO	Male	Yes	Needed	Needed
4/26/2023 13:50:27	ANALIZA VILLAMAE L PANIGBATAN	CITY HEALTH OFFICE	Female	Yes	Needed	Not Needed
4/26/2023 13:51:06	TIRSO VALENTON	ACCOUNTING	Female	Yes	Needed	Needed
4/26/2023 13:51:22	HERMINIA M. BALTAZAR	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/26/2023 13:52:43	ANGELITO CORPUZ DEL ROSARIO	COMMUNITY AFFAIRS OFFICE	Male	Yes	Needed	Not Needed
4/26/2023 13:52:47	FONDADOR GALIA LLENA	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Much Needed	Much Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/26/2023 13:53:23	SHERIDAN LINDAIN ASUNCION	LDRRMO	Female	Yes	Needed	Much Needed
4/26/2023 13:54:48	NEIL ADRIAN F. MIRANDA	CITY ASSESSOR'S OFFICE	Male	Yes	Not Needed	Needed
4/26/2023 13:56:45	ANNALYN DANIEGA	CENTRAL TERMINAL OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:56:49	ETHEL V VENTURA	ASSESSOR'S OFFICE	Female	Yes	Not Needed	Needed
4/26/2023 13:57:01	KRISTINE PAULA GOMEZ	OLSJ	Female	Yes	Needed	Not Needed
4/26/2023 13:57:46	CZARINA JANE C. MATA	DETAIL-CPDO	Female	Yes	Not Needed	Needed
4/26/2023 13:58:11	MA.TERESA A. DELACRUZ	CITY COMMUNITY AFFAIRS OFFICE	Female	Yes	Needed	Needed
4/26/2023 13:58:26	EMMANUEL DIONISIO NOLASCO	CITY TREASURER'S OFFICE	Male	Yes	Needed	Much Needed
4/26/2023 13:58:50	JENNYLYN BERNARDO	CENTRAL TERMINAL OFFICE	Female	Yes	Needed	Much Needed
4/26/2023 13:59:32	HAROLD PASCUAL PANGILINAN	TRANSPORTATION, COMMUNICATION AND PUBLIC UTILITY SERVICES	Male	Yes	Not Needed	Needed
4/26/2023 14:00:28	ELISEO CABAEL SEETANIO	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Needed
4/26/2023 14:01:22	CHRISTELLE GAY F VALLOTA	LOCAL CIVIL REGISTRAR	Female	Yes	Needed	Not Needed
4/26/2023 14:01:35	ANTONINO SAN VICENTE BUCAO	CITY LIBRARY	Male	Yes	Much Needed	Not Needed
4/26/2023 14:01:46	CHRISTIAN AUGUSTO N. ALEJO	OFFICE OF THE CITY ARCHITECT	Male	Yes	Not Needed	Not Needed
4/26/2023 14:01:56	NICO GABON DIOSES	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Needed
4/26/2023 14:03:43	RAPHAEL JAY-R FERNANDO RINGOR	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Not Needed
4/26/2023 14:03:59	LEONARDO B. ESGUERRA	CITY OF ARCHITECT OFFICE	Male	Yes	Much Needed	Much Needed
4/26/2023 14:05:31	HAZEL ANN PANGAN PADILLA	CTO	Female	Yes	Needed	Much Needed
4/26/2023 14:05:36	MARWEEN TERRY PASCUAL	SAN JOSE CITY LIBRARY	Female	Yes	Needed	Needed
4/26/2023 14:05:49	DINDO D. TALPLACIDO	TRANSPORTATION, COMMUNICATION AND PUBLIC UTILITIES SERVICES OFFICE	Male	Yes	Needed	Needed
4/26/2023 14:06:25	EMELITA G. CALDERON	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/26/2023 14:06:44	LILIBETH VENTURINA	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/26/2023 14:06:51	ELVIRA N. GARCIA	PUBLIC MARKET OFFICE	Female	Yes	Not Needed	Needed
4/26/2023 14:06:51	CRISTIAN	CITY LIBRARY OFFICE	Male	Yes	Not Needed	Not Needed
4/26/2023 14:09:10	CHESKA CAMILE F. ESPERANZA	CITY ARCHITECT'S OFFICE	Female	Yes	Needed	Needed
4/26/2023 14:12:38	CATHERINE L. SERANTE	CITY TREASURER'S OFFICE	Female	Yes	Needed	Needed
4/26/2023 14:15:01	ALBERT MAUYAO SORO	CITY ARCHITECT OFFICE	Male	Yes	Not Needed	Not Needed
4/26/2023 14:20:13	GLENDA R. GARCIA	CENRO	Female	Yes	Not Needed	Not Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/26/2023 14:22:30	VIRGIE O. HERNANDEZ	SAN JOSE CITY LIBRARY AND INFORMATION CENTER	Female	Yes	Much Needed	Needed
4/26/2023 14:23:33	NIKKI MARIE MAGTALAS BAUTISTA	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/26/2023 14:24:22	LAARNI O. SANTUA	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/26/2023 14:27:52	ROLANDO GARIBAY TOMAS JR	OFFICE OF THE CITY VICE MAYOR	Male	Yes	Much Needed	Needed
4/26/2023 14:27:54	ABIGAIL MATA CAPINPIN	CITY ENVIRONMENT AND NATURAL RESOURCES OFFICE	Female	Yes	Needed	Much Needed
4/26/2023 14:28:06	BERVITA B.BUAN	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/26/2023 14:28:30	CAROLINA M. SOMERA	SAN JOSE CITY LIBRARY & INFORMATION CENTER	Female	Yes	Not Needed	Not Needed
4/26/2023 14:30:11	DONALISA F KITONGAN	LGU CITY HEALTH OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 14:32:13	HANNAH R. DOMINGO	CITY COOPERATIVE DEVELOPMENT OFFICE	Female	Yes	Needed	Needed
4/26/2023 14:32:30	MA.CECILIA T. ROSARIO	CITY LIBRARY	Female	Yes	Not Needed	Needed
4/26/2023 14:35:51	NOEL PAULO PADIERNOS	LDRRMO	Male	Yes	Needed	Needed
		CENRO				
4/26/2023 14:36:04	CYRYLL S. ROLDAN		Female	Yes	Much Needed	Much Needed
4/26/2023 14:43:08	GINA D.LUCERO	CENRO	Female	Yes	Much Needed	Much Needed
4/26/2023 14:43:50	LESLIE MAY FELIMON	SANGGUNIANG PANLUNGSOD	Female	Yes	Needed	Needed
4/26/2023 14:45:38	BLISELDA I. IGNE	CITY ASSESSOR'S OFFICE	Male	Yes	Not Needed	Needed
4/26/2023 14:46:02	GEM JOSEPH SANTOS	GSO	Male	Yes	Much Needed	Much Needed
4/26/2023 14:46:12	JING-JING C.SOHDA	ACCOUNTING OFFICE	Female	Yes	Not Needed	Needed
4/26/2023 14:47:08	SWEETZEL DC. RIVERA	CITY LEGAL OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 14:47:25	CATHERINE E. ANTIPORDA	ACCOUNTING OFFICE	Female	Yes	Not Needed	Not Needed
4/26/2023 14:51:14	JEROME DANIEL D SALVADOR	SANGGUNIANG PANLUNGSOD	Male	Yes	Not Needed	Not Needed
4/26/2023 14:53:24	MARY ANN ROSE S. GRIPAL	DILG	Female, LG	Yes	Needed	Needed
4/26/2023 14:54:06	MICHAEL JOSHUA POBRE AGONoy	CITY ACCOUNTING OFFICE	Male	Yes	Not Needed	Not Needed
4/26/2023 14:57:00	JENNIFER A. SONER	CITY LEGAL OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 15:02:07	RACHEL HORTIZUELA	SANGGUNIANG PANLUNGSOD	Female	Yes	Needed	Needed
4/26/2023 15:04:03	MARY GRACE SECUYA	SANGGUNIANG PANLUNGSOD	Female	Yes	Much Needed	Needed
4/26/2023 15:04:32	CHARM TIFFANY TUBIERA ANDRES	CITY TREASURERS OFFICE	Female	Yes	Needed	Needed
4/26/2023 15:06:08	JO ARVIN RAMOS DOMINGO	CITY COMMUNITY AFFAIRS OFFICE	Male	Yes	Needed	Needed
4/26/2023 15:06:59	MELANIE MAMAED	PMO	Female	Yes	Much Needed	Needed
4/26/2023 15:08:57	JUDYLYN J INDON	OFFICE OF THE CITY ARCHITECT	Female	Yes	Needed	Needed
4/26/2023 15:11:36	JULIET ARIEM POLIS	OLSJ	Female	Yes	Needed	Not Needed
		GENERAL SERVICES OFFICE				
4/26/2023 15:17:47	CHRISTOPHER B. RAMOS		Male	Yes	Much Needed	Much Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/26/2023 15:18:20	ROCHELLE GAY AFABLE ECO	PUBLIC MARKET OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 15:19:01	MARISSA SANTOS CHUA	NUTRITION	Female	Yes	Needed	Much Needed
4/26/2023 15:40:28	CHERRIE ROSE C. BAUTISTA	ACCOUNTING	Female	Yes	Needed	Much Needed
4/26/2023 15:45:07	GINALYN POBRE	PUBLIC INFORMATION OFFICE	Female	Yes	Not Needed	Much Needed
4/26/2023 15:47:18	GIGIE I. ABAD	CITY POPULATION OFFICE	Female	Yes	Not Needed	Not Needed
4/26/2023 15:50:00	CHRISTIAN P. FRAGATA	ACCOUNTING OFFICE	Male	Yes	Needed	Needed
4/26/2023 15:59:41	BENITO P. DOMINGO, JR.	OFFICE OF THE CITY ASSESSOR	Male	Yes	Not Needed	Needed
4/26/2023 16:00:57	JOSEPH CABREROS SAGUN	CENRO	Male	Yes	Needed	Needed
4/26/2023 16:12:09	RYAN NEIL BELEY	OLSJ	LGBTQ+	Yes	Needed	Needed
4/26/2023 16:14:56	CRISANTO T. MAGALONG	GENERAL SERVICES OFFICE	Male	Yes	Much Needed	Much Needed
4/26/2023 16:24:56	MICHAEL DR. COLLADO	PUBLIC INFORMATION OFFICE	Male	Yes	Needed	Needed
4/26/2023 16:45:07	JAICO D. OLAN	GENERAL SERVICES OFFICE	Male	Yes	Needed	Much Needed
4/26/2023 17:39:30	MAGNOLIA A. DIAMZON	CITY AGRICULTURE OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 18:49:30	EUGENIA DELA CRUZ	CITY HEALTH OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 19:04:36	NOEL BAUTISTA DE VELA	CITY HEALTH OFFICE	Male	Yes	Not Needed	Not Needed
4/26/2023 19:28:58	AMELITA C MADRIAGA	CITY HEALTH OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 19:39:53	ROWENA PERALTA GROSPE	LGU SAN JOSE CITY	Female	Yes	Needed	Much Needed
4/26/2023 19:41:00	DENCEL V. MAPOY	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/26/2023 20:44:44	FAIRYLYNNE C. LEE	SAN JOSE CITY HEALTH OFFICE, RHU III	Female	Yes	Needed	Needed
4/26/2023 20:46:35	PERLITA B.MARZAN	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/26/2023 20:50:03	JANE MACUGAY	CENRO	Female	Yes	Needed	Needed
4/26/2023 21:21:55	CELESTINO MUNAR ASUNCION JR	CITY-ENRO	Male	Yes	Needed	Much Needed
4/26/2023 22:30:36	MARIE V. TAYAO	CITY COMMUNITY AFFAIRS OFFICE	Female	Yes	Much Needed	Much Needed
4/26/2023 22:44:35	MARIFE LAGLIVA CARRASCO	CITY HEALTH OFFICE	Female	Yes	Needed	Much Needed
4/27/2023 4:25:02	JOSEPHINE P. AMADOR	ACCOUNTING	Female	Yes	Not Needed	Not Needed
4/27/2023 6:14:46	MARICRIS P. LAPARAN	CITY TOURISM OFFICE	Female	Yes	Needed	Needed
4/27/2023 7:06:18	EMMANUEL B FLORES	CITY TOURISM OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 8:11:58	JINGKY LYN M. DIAMONON	PESO	Female	Yes	Needed	Needed
4/27/2023 8:50:28	JIHAN MARIE B. NEUDA	SANGGUNIAN PANLUNGSOD	Female	Yes	Needed	Much Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/27/2023 9:02:43	LIEZEL MARIE VERGEL GANOTICE	PESO	Female	Yes	Needed	Needed
4/27/2023 9:13:14	JOANNA FRIEDA G VERGEL	CITY TOURISM OFFICE	Female	Yes	Needed	Much Needed
4/27/2023 9:55:22	FROILA MARIE DC. BUNAO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/27/2023 10:03:00	JUBETH A.PARAY	CITY TOURISM	Female	Yes	Needed	Needed
4/27/2023 10:09:24	HELEN ERCILLA	CITY LIBRARY	Female	Yes	Needed	Needed
4/27/2023 10:12:22	MARA COLLADO PADRID	SANGGUNIANG PANLUNGSOD	Female	Yes	Needed	Not Needed
4/27/2023 10:15:09	ROGER DELA CRUZ DEE	BUSINESS PERMIT AND LICENSING OFFICE	Male	Yes	Needed	Not Needed
4/27/2023 10:18:12	GESSELA M. TOLENTINO	BUSINESS PERMIT AND LICENSE OFFICE	Female	No	Not Needed	Not Needed
4/27/2023 10:21:57	KATHERINE S. SIMEON	SANGGUNIANG PANLUNGSOD	Female	Yes	Needed	Needed
4/27/2023 10:32:30	RUMAR MANZANO OREÑA	SANGGUNIANG PANLUNGSOD	Male	Yes	Needed	Much Needed
4/27/2023 10:42:13	GERALDINE GARCIA MAGTIBAY	BUSINESS PERMIT AND LICENSE OFFICE	Female	Yes	Not Needed	Not Needed
4/27/2023 10:42:38	EDNALYN SALONGA	CITY HEALTH OFFICE	Female	Yes	Much Needed	Much Needed
4/27/2023 10:47:04	MARITES S.DIZON	LOCAL REGISTRY OFFICE	Female	Yes	Much Needed	Much Needed
4/27/2023 10:49:14	KATHERINE GUILLERMO BELEY	BUSINESS PERMIT LICENSING OFFICE	Female	Yes	Much Needed	Not Needed
4/27/2023 10:54:24	RICK ACOS LAGAWAD	PUBLIC INFORMATION OFFICE	Male	Yes	Needed	Needed
4/27/2023 10:56:37	RAZIELLA COSETA ESCUDERO	CITY CIVIL REGISTRY	Female	Yes	Much Needed	Much Needed
4/27/2023 10:57:15	RODEL R. SALVADOR, JR.	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Not Needed	Much Needed
4/27/2023 11:06:13	RODOLFO TORALBA JR.	BUSINESS PERMIT AND LICENSE OFFICE	Male	Yes	Much Needed	Not Needed
4/27/2023 11:13:11	ROZZALYN A. RUBIO	PUBLIC INFORMATION OFFICE	Female	Yes	Not Needed	Needed
4/27/2023 11:25:23	LAWRENCE SERRANO LORENZO	MIS	Male	Yes	Not Needed	Much Needed
4/27/2023 11:26:26	LUZVIMINDA D. WALSIYEN	CITY HEALTH OFFICE	Female	Yes	Much Needed	Much Needed
4/27/2023 11:32:52	JULIETA M. ILDEFONSO	CITY TOURISM OFFICE	Female	Yes	Needed	Needed
4/27/2023 11:35:55	ROSALIA A. CANOZA	BUSINESS PERMIT AND LICENSE OFFICE	Female	Yes	Not Needed	Not Needed
4/27/2023 11:42:49	JEANA DELA CRUZ CAMARAO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Not Needed	Needed
4/27/2023 11:44:43	CYNDI A. MESINA	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/27/2023 12:12:01	JODAN BONIFACIO	CITY ADMIN OFFICE/ PDAO	Male	Yes	Much Needed	Much Needed
4/27/2023 12:20:56	JIZELLE MANALANG THOMAS	NUTRITION OFFICE	Female	Yes	Not Needed	Needed
4/27/2023 12:45:44	MARY ANGELINE F. DOMINGO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Needed
4/27/2023 12:51:48	MARICEL SOMERA	OLSJ	Female	Yes	Needed	Much Needed
4/27/2023 12:51:54	DANNILA AUDREY B LATONIO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/27/2023 12:52:22	MYRAFLOR M. CRUZ	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Much Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/27/2023 12:55:55	CARDONA, HAJIE AQUINO	CITY HEALTH OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 12:57:47	XINIA R. BERNARDO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Not Needed
4/27/2023 13:08:22	MAYLYN P. FAJARDO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/27/2023 13:18:09	DANILO I. MISLANG JR.	OLSJ	Male	Yes	Needed	Much Needed
4/27/2023 13:40:53	ALPHA CAMILLE V. GARCHITORENA	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/27/2023 13:46:53	KRISTOFFERSON E. GAMBOA	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Not Needed
4/27/2023 13:56:58	CATHYRINE G. BALTAZAR	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Not Needed	Much Needed
4/27/2023 14:01:11	JOHN MICHAEL NABONG	CITY HEALTH OFFICE	Male	Yes	Needed	Needed
4/27/2023 14:16:03	DEN MARK RAMOS	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Needed
4/27/2023 14:25:11	JEFFERSON VILLUAN	BUSINESS PERMIT AND LICENSING OFFICE	Male	Yes	Needed	Not Needed
4/27/2023 14:37:59	MARK JAYSON WONG RUZ	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Needed
4/27/2023 14:41:44	JENNILYN AP-AP ANACIOCO	DIETARY SECTION- OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Much Needed
4/27/2023 14:42:14	ANALYN CABANES POBRE	CENRO	Female	Yes	Much Needed	Not Needed
4/27/2023 14:43:31	MHARK V. BALATUCAN	OSPITAL NG LUNGSOD NG SAN JOSE	Male	Yes	Needed	Needed
4/27/2023 14:46:36	DONNABELLE SISON-MONFERO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/27/2023 14:47:33	MERCHOLYN MARIANO LUBIANO	CITY COOPERATIVE DEVELOPMENT OFFICE, LOCAL GOVERNMENT UNIT SAN JOSE CITY, NUEVA ECUA	Female	Yes	Much Needed	Much Needed
4/27/2023 14:58:21	SHERRYMINE C. LAZAGA	GENERAL SERVICES OFFICE	Female	Yes	Needed	Much Needed
4/27/2023 14:58:47	BELLA MAPILI MANESE	CENRO	Female	Yes	Needed	Not Needed
4/27/2023 14:59:04	ISRAEL R. TAYONG	GENERAL SERVICES OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 15:02:23	REYINE T. PARREÑO	GSO	Female	Yes	Much Needed	Needed
4/27/2023 15:05:01	GILBERT ANTHONY TAYAO	GENERAL SERVICES OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 15:06:05	RICARTE B.PARAISO	SLAUGHTERHOUSE	Male	Yes	Much Needed	Not Needed
4/27/2023 15:07:29	REYNANTE SANTOS SOLERO	CITY ENGINEERING OFFICE	Male	Yes	Much Needed	Not Needed
4/27/2023 15:12:42	MARJOREEN A. BARROGA	SP	Female	Yes	Not Needed	Much Needed
4/27/2023 15:13:33	MARY RUTH B.VELASCO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Much Needed
4/27/2023 15:13:42	CHARITA L . DELAROSA	CITY SLAUGHTERHOUSE	Female	Yes	Needed	Needed
4/27/2023 15:14:28	FERDINAND F. GOMEZ	OLSJ	Male	Yes	Needed	Needed
4/27/2023 15:15:05	MA. LERISSA G. BALTAZAR	CITY SLAUGHTER HOUSE	Female	Yes	Much Needed	Needed
4/27/2023 15:20:03	FEBEY ANN B. RIVERA	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Much Needed
4/27/2023 15:20:20	NERIZA M. GUTIERREZ	GENERAL SERVICES OFFICE	Female	Yes	Needed	Much Needed
4/27/2023 15:21:09	LOURGEN DC LAWAAN	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/27/2023 15:22:25	REBESON FAUSTINO	OSPITAL NG KUNGSOD NG SAN JOSE	Male	Yes	Needed	Needed
4/27/2023 15:23:35	MAYETTE MIRANDA RAMIREZ	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/27/2023 15:25:48	MARIA GRACIELA P. MAGBITANG	CITY HEALTH OFFICE	Female	Yes	Needed	Needed
4/27/2023 15:33:02	MICHAEL ANGELO BANTIGUE	CITY HEALTH OFFICE	Male	Yes	Needed	Needed
4/27/2023 15:34:01	MARILYN ONG LLORANDO	CITY HEALTH OFFICE	Female	Yes	Needed	Much Needed
4/27/2023 15:37:51	AIMEE G. NERONA	GSO	Female	Yes	Needed	Needed
4/27/2023 15:39:02	CARLO CLEOFAS MUYARGAS	CITY SLAUGHTERHOUSE SAN JOSE CITY, N.E	Male	Yes	Needed	Needed
4/27/2023 15:40:24	DARYL JAY CABILTES	GENERAL SERVICES OFFICE	Male	Yes	Needed	Needed
4/27/2023 15:41:01	EDITHA CELERAC ALCANTARA	GENERAL SERVICES OFFICE	Female	Yes	Needed	Needed
4/27/2023 15:44:24	VICTOR GONZALES	SANGGUNIANG PANLUNGSOD	Male	Yes	Needed	Needed
4/27/2023 15:44:48	CYRUS CHRIS S. VERDADERO	CITY ARCHITECT OFFICE	Male	Yes	Not Needed	Needed
4/27/2023 15:45:18	LIBERTY D. TOMAS	CITY ENVIRONMENT AND NATURAL RESOURCERS OFFICE	LGBTQ+	Yes	Much Needed	Much Needed
4/27/2023 15:52:43	OSCAR MACARAEG PAGARIGAN	SANGGUNIANG PANLUNGSOD OFFICE	Male	Yes	Needed	Needed
4/27/2023 15:56:59	LYN SANDOVAL	GENERAL SERVICES OFFICE	Female	Yes	Much Needed	Needed
4/27/2023 15:57:36	MARY GRACE O. AQUINO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Needed
4/27/2023 16:00:41	LEAN V ISON	CITY TOURISM OFFICE	Male	Yes	Much Needed	Not Needed
4/27/2023 16:08:42	MARIA NORMA PATRICIA DIANE KAY GUNTALILIB	NURSING SERVICES	Female	Yes	Needed	Needed
4/27/2023 16:10:53	GONZALO B. DELA PEÑA JR.	CITY BUDGET OFFICE	Male	Yes	Needed	Much Needed
4/27/2023 16:13:35	MICHAEL PADRID	SANGGUNIANG PANLUNGSOD	Male	Yes	Needed	Not Needed
4/27/2023 16:14:04	FABIAN B. AQUINO	OFFICE OF THE CITY ASSESSOR	Male	Yes	Not Needed	Needed
4/27/2023 16:15:36	MARIO T. SIMON	CITY ASSESSOR'S OFFICE	Male	Yes	Not Needed	Not Needed
4/27/2023 16:17:58	RANDY P. SALAMANCA	CITY ENGINEERING OFFICE	Male	Yes	Needed	Needed
4/27/2023 16:19:43	ROLAND JEFFREY PUEYO	ASSESSOR	Male	Yes	Not Needed	Needed
4/27/2023 16:28:58	CARLA KATRINA A.MATEO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/27/2023 16:30:44	OLIVER VALENCIA AFABLE	CITY ARCHITECTS OFFICE, LGU SAN JOSE CITY, N.E.	Male	Yes	Not Needed	Needed
4/27/2023 16:36:47	MICHAEL MATEO	CITY ASSESSOR'S OFFICE	Male	Yes	Needed	Much Needed
4/27/2023 17:08:09	JESUS M. MITRA	CITY ASSESSOR OFFICE, SAN JOSE CITY, NUEVA ECIA	Male	Yes	Much Needed	Much Needed
4/27/2023 17:14:59	JEFFREY ESPERANZA SAN VICENTE	CITY ENGINEERING OFFICE	Male	Yes	Needed	Needed
4/27/2023 17:29:10	GIOVANE C, GALAYUGO	CITY ENGINEERING OFFICE	Male	Yes	Not Needed	Not Needed
4/27/2023 17:35:59	DOMINADOR B. RODRIGUEZ	OFFICE OF THE CITY ASSESSOR	Male	Yes	Needed	Not Needed
4/27/2023 17:54:16	GERARDO SAMULDE ABELLANOZA	SAN JOSE CITY ENGINEERING OFFICE	Male	Yes	Needed	Needed
4/27/2023 18:22:23	BEAULAH SEMBRANO.AQUINO	CITY ASSESSORS OFFICE	Female	Yes	Needed	Much Needed
4/27/2023 19:00:12	LOUIE T. TOMAS	CITY ENGINEERING OFFICE	Male	Yes	Needed	Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/27/2023 19:03:39	RICARDO H. DOMINGO	CITY ENGINEERING OFFICE	Male	Yes	Needed	Needed
4/27/2023 19:07:59	CHRISTIAN BARRIENTOS	GENERAL SERVICES OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 19:12:21	RUBILERMA S. CORPUZ	CITY TOURISM OFFICE	Female	Yes	Needed	Needed
4/27/2023 19:14:18	MARK ROLAND JAVIER	CITY ENGINEERING OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 19:27:01	MARK GIZAN DYSICO	CITY ENGINEERING OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 20:12:48	LORETA GAMPONIA	CENRO	Female	Yes	Not Needed	Needed
4/27/2023 20:34:10	NANCY RAMOS MIRANO	CITY ENGINEERING OFFICE	Female	Yes	Much Needed	Much Needed
4/27/2023 20:34:17	JOHN CARLO VILLACORTE	CITY ENGINEERING OFFICE	Male	Yes	Needed	Needed
4/27/2023 20:51:15	JACKIE CABANAYAN	CITY LEGAL OFFICE	Female	Yes	Much Needed	Much Needed
4/27/2023 21:02:36	JESUS AQUINO DIOCES	CITY ENGINEERING OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 21:23:39	KAREN RAMOS VILLASEÑOR	LOCAL CIVIL REGISTRY	Female	Yes	Needed	Needed
4/27/2023 21:24:58	EDGARDO J. MABABANGLOOB	CITY HEALTH OFFICE (DETAILED)	Male	Yes	Not Needed	Not Needed
4/27/2023 21:27:19	CLINFFORD ANASTACIO	CITY ENGINEERING OFFICE	Male	Yes	Much Needed	Much Needed
4/27/2023 22:37:07	MARVIN A. VILLACORTE	CITY ENGINEERING OFFICE	Male	Yes	Much Needed	Much Needed
4/28/2023 5:47:39	JOSELITO LAURETA	CITY ASSESSOR'S OFFICE	Male	Yes	Needed	Needed
4/28/2023 6:24:38	SESINANDO E. TABIOS, JR	CITY ASSESSOR'S OFFICE	Male	Yes	Much Needed	Much Needed
4/28/2023 8:10:45	JOAN FERNANDO	CITY BUDGET OFFICE	Female	Yes	Much Needed	Needed
4/28/2023 8:15:59	CHESKA CARDENAS DELA CRUZ - DOMINGO	OLSJ	Female	Yes	Much Needed	Much Needed
4/28/2023 8:21:24	JOHN SAMATRA FERNANDEZ	OSPITAL NG LUNGSOD NG SAN JOSE	Male	No	Not Needed	Not Needed
4/28/2023 8:24:52	MYRA ROQUE DIAMONON	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/28/2023 8:27:36	JOHNSON SALAZAR FERNANDEZ	BUDGET OFFICE	Male	Yes	Not Needed	Not Needed
4/28/2023 8:32:48	ERICSON S. BONDOC	SPORTS DEVELOPMENT OFFICE	Male	Yes	Needed	Needed
4/28/2023 8:33:24	LEONARDO ASTRERO	COMMUNITY AFFAIRS OFFICE	Male	Yes	Much Needed	Needed
4/28/2023 8:41:03	ELEAZAR S.J. MALACA	GSO	Male	Yes	Needed	Needed
4/28/2023 8:47:56	SANTIAGO, JULIE VILLARUZ	CITY AGRICULTURE OFFICE	Female	Yes	Needed	Much Needed
4/28/2023 8:49:54	FREDERICK L. CARIAGA	GENERAL SERVICES OFFICE	Male	Yes	Needed	Not Needed
4/28/2023 8:52:06	MICHAEL FRANCIS SERA CORBE	CITY AGRICULTURE OFFICE - SAN JOSE CITY LGU	Male	Yes	Needed	Much Needed
4/28/2023 8:54:00	MICHAEL JOEY M. MAGNO	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/28/2023 8:54:44	KASHMIR MALLARE MADRIAGA	CITY AGRICULTURE OFFICE	Female	Yes	Needed	Needed
4/28/2023 8:55:26	JOSE T. GAVINO JR	CITY AGRICULTURE OFFICE	Male	Yes	Not Needed	Needed
		CITY AGRICULTURE OFFICE				
4/28/2023 8:57:16	NERIZA BUSTAMANTE		Female	Yes	Needed	Needed
4/28/2023 8:58:04	JOSE RAPHAEL B. DIAMSE	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Needed
4/28/2023 9:01:12	KIM JUSTINE V. DELA CRUZ	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Needed
4/28/2023 9:02:45	SARAH CRISTINA G. SIEGA	CITY BUDGET OFFICE	Female	Yes	Needed	Needed
4/28/2023 9:06:01	APRIL D. MAÑGASER	CITY AGRICULTURE OFFICE	Female	Yes	Needed	Not Needed
		CITY AGRICULTURE OFFICE				
4/28/2023 9:10:33	MICHELLE G. FLORESCA		Female	Yes	Needed	Much Needed
4/28/2023 9:11:25	PATRICK L. FERNANDO	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Much Needed
		PUBLIC EMPLOYMENT SERVICE OFFICE				
4/28/2023 9:13:15	LILYBETH Y. TAGLE		Female	Yes	Not Needed	Needed
		OLSJ				
4/28/2023 9:24:33	JEFFERSON B. SALVADOR		Male	Yes	Needed	Needed
4/28/2023 9:34:19	ROGELIO T. PAJARILLO JR.	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Needed
4/28/2023 9:53:20	DIVINA S.. TUMANDAY	BUDGET OFFICE	Female	Yes	Not Needed	Not Needed
4/28/2023 9:58:17	ERIN GRACE DC. GARCIA	CITY GENERAL SERVICES OFFICE	LGBTQ+	Yes	Needed	Much Needed
4/28/2023 10:28:57	HERMOGENES M. GARCIA	CITY HUMAN RESOURCE MANAGEMENT OFFICE	Male	Yes	Much Needed	Much Needed
4/28/2023 10:43:35	JENNIFER SONIO COCAL	GENERAL SERVICES OFFICE	Female	Yes	Needed	Needed
4/28/2023 11:02:02	ABIGAIL A. RAMOS	GENERAL SERVICES OFFICE	Female	Yes	Needed	Needed
4/28/2023 11:21:57	GREGORIO B. POBRE JR.	GENERAL SERVICES OFFICE	Male	Yes	Much Needed	Much Needed
4/28/2023 11:29:29	REYNAFEL MOSESAH D. LUNO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/28/2023 11:49:20	CHEZZKA KATES SORIA	OLSJ	Female	Yes	Not Needed	Needed
4/28/2023 11:49:58	JENNIFER SONIO COCAL	GENERAL SERVICES OFFICE	Female	Yes	Needed	Needed
4/28/2023 11:53:20	JENNIFER SONIO COCAL	GSO	Female	Yes	Needed	Needed
4/28/2023 12:14:12	SARAH JANE R. FELIMON	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/28/2023 12:26:39	RHEA NOMBRADO	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Needed	Needed
4/28/2023 12:31:03	ELOISA ATMOSFERA FULGENCIO	RHU 2 CALAOCAN	Female	Yes	Needed	Needed
4/28/2023 14:33:36	MELVIN LAPITAN	ACCOUNTING OFFICE	Male	Yes	Much Needed	Needed
4/28/2023 14:40:25	MICHELLE JOY AGLIBO	OCM/GSO	Female	Yes	Much Needed	Much Needed
4/28/2023 14:52:55	CORAZON G. ABRAJANO	CITY NUTRITION OFFICE	Female	Yes	Not Needed	Much Needed
4/28/2023 15:07:18	JODAN BONIFACIO	CITY ADMIN OFFICE / PDAO	Male	Yes	Much Needed	Much Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
4/28/2023 15:25:33	RONA MAE GONZALES TOLENTINO	CITY AGRICULTURE OFFICE	Female	Yes	Much Needed	Needed
4/28/2023 15:35:30	ROSENDO T. CINCO JR.	PUBLIC EMPLOYMENT SERVICE OFFICE	Male	Yes	Needed	Needed
4/28/2023 15:40:04	GEMMA E.CANTOR	GENERAL SERVICES OFFICE	Female	Yes	Much Needed	Needed
4/28/2023 15:48:37	NICOLAS SONNY B. SANTOS	CITY AGRICULTURAL AND BIOSYSTEMS ENGINEERING OFFICE	Male	Yes	Not Needed	Needed
4/28/2023 15:51:42	EMETERIO E. CABILTES II	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Much Needed
4/28/2023 15:53:46	NICOLAS SONNY B. SANTOS	CITY AGRICULTURAL AND BIOSYSTEMS ENGINEERING OFFICE	Male	Yes	Not Needed	Needed
4/28/2023 15:56:11	EMETERIO E. CABILTES II	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Much Needed
4/28/2023 16:03:05	MARIO TORALBA SIMON	ASSESSORS OFFICE	Male	Yes	Much Needed	Much Needed
4/28/2023 16:19:42	RUTH F. PASTOR	CITY ASSESSOR'S OFFICE	Female	Yes	Needed	Needed
4/28/2023 16:26:19	NESTOR RIGOR	CITY VETERINARY OFFICE	Male	Yes	Needed	Much Needed
4/28/2023 16:33:16	MAE ZUSETTE A. MENDOZA	CITY POPULATION OFFICE (TEEN INFORMATION CENTER)	Female	Yes	Needed	Much Needed
4/28/2023 16:49:15	RAMIL ESGUERRA	PUBLIC INFORMATION OFFICE	Male	Yes	Needed	Much Needed
4/28/2023 16:49:43	CARLITO R. VELUZ	DA-LGU SAN JOSE CITY	Male	Yes	Much Needed	Needed
4/28/2023 17:05:01	GLADYS ALILING IGNACIO	CITY VETERINARY OFFICE	Female	Yes	Needed	Much Needed
4/28/2023 17:24:56	GINA G. TUQUERO	CITY VETERINARY OFFICE	Female	Yes	Not Needed	Not Needed
4/28/2023 17:32:35	JIZELLE MANALANG THOMAS	NUTRITION OFFICE	Female	Yes	Not Needed	Needed
4/28/2023 18:17:35	HIPOLITO EDRADA	GSO	Male	Yes	Needed	Needed
4/28/2023 18:52:07	ARCELI B. GALAPO	CITY AGRICULTURE OFFICE	Female	Yes	Needed	Needed
4/28/2023 19:14:38	RANDY V. SERRANO	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Needed
4/28/2023 19:28:58	ARNOLD T. GROSPE	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Much Needed
4/28/2023 19:35:59	EDUARDO B. VELICARIA	CITY AGRICULTURE OFFICE	Male	Yes	Not Needed	Not Needed
4/28/2023 19:39:57	MELCHOR S. ROXAS	CITY ENGINEERING OFFICE	Male	Yes	Much Needed	Much Needed
		LDRMO				
4/28/2023 21:56:12	ALVIN J. VELASCO		Male	Yes	Needed	Much Needed
4/29/2023 6:35:45	LOUIS FRANCISCO TOMAS	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Needed
4/29/2023 7:54:07	EDGARDO G. VILLAMANTE	CITY AGRICULTURE OFFICE	Male	Yes	Needed	Much Needed
4/29/2023 12:24:46	DENNIS C. GOMEZ	CITY AGRICULTURE OFFICE	Male	Yes	Much Needed	Much Needed
4/29/2023 12:29:19	DENNIS C. GOMEZ	CITY AGRICULTURE OFFICE	Male	Yes	Much Needed	Much Needed
4/30/2023 9:12:03	HERMINIGILDO C. HIPOLITO	CITY AGRICULTURE	Male	Yes	Needed	Not Needed
4/30/2023 11:10:30	MELINDA MACADANGDANG LAGAT	CITY AGRICULTURE OFFICE	Female	Yes	Needed	Much Needed
4/30/2023 12:35:15	GHILEEN A. ABALOS	OSPITAL NG LUNGSOD NG SAN JOSE	Female	Yes	Much Needed	Much Needed
4/30/2023 13:17:57	RACHEL B.URSUA	CITY ENGINEERING OFFICE	Female	Yes	Much Needed	Needed
4/30/2023 14:37:34	ANICIA SALVADOR TIMBOL	CITY ENGINEERING OFFICE	Female	Yes	Needed	Much Needed
5/1/2023 1:04:05	JHON CONCEPCION VELASCO	CEO	Male	Yes	Much Needed	Much Needed
5/1/2023 1:14:43	JHON CONCEPCION VELASCO	CEO	Male	Yes	Much Needed	Much Needed

Timestamp	Full Name	Office	Gender	Should in service training be conducted in the future, are you willing to attend such program?	1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713)]	2. Supervisory Development Course (SDC) III]
5/1/2023 7:21:32	IMELDA TAN- CORNEL MD	OLSJ	Female	Yes	Not Needed	Much Needed
5/1/2023 22:07:54	RONELIO M. SAMONTE	CITY ENGENIRING	Male	Yes	Needed	Needed
5/2/2023 7:27:00	JERRY D. TALPLACIDO	HOUSING AND HOMESITE REGULATIONS OFFICE	Male	Yes	Needed	Not Needed
5/2/2023 8:41:49	ELMER MANZANO SALONGA	CITY AGRICULTURE OFFICE	Male	Yes	Much Needed	Much Needed
5/2/2023 8:58:37	MARIANO ESGUERRA JR	CITY COMMUNITY AFFAIRS OFFICE	Male	Yes	Much Needed	Much Needed
5/2/2023 9:08:28	JANISON CAESAR S AGBAYANI	CITY AGRICULTURE OFFICE	Male	Yes	Not Needed	Needed
5/2/2023 9:57:06	RUSTICO G. GARCIA	CITY VETERINARY OFFICE	Male	No	Not Needed	Not Needed
5/2/2023 9:59:49	ALFRED I. FIDER	OFFICE OF CITY MAYOR	Male	Yes	Much Needed	Much Needed
5/2/2023 10:08:53	RENELITO TENCE AFABLE	CITY LEGAL OFFICE	Male	Yes	Much Needed	Much Needed
5/2/2023 10:18:28	BAYANI D. TOMAS	CITY VETERINARY OFFICE	Male	Yes	Needed	Needed
5/2/2023 10:45:44	JUNE SAMBRANO	PUBLIC INFORMATION OFFICE	Male	Yes	Needed	Much Needed
5/2/2023 11:34:15	NOEL PADIERNOS	LDRRMO	LGBTQ+	Yes	Needed	Needed
5/2/2023 11:36:43	NOEL PADIERNOS	LDRRMO	LGBTQ+	Yes	Needed	Needed
5/2/2023 11:45:50	ALVIN J. VELASCO	LDRRMO	Male	Yes	Needed	Much Needed
5/2/2023 14:59:42	CORAZON ANDRES	CITY VETERINARY OFFICE	Female	Yes	Needed	Needed
5/2/2023 16:04:51	HOMER LINDAIN	CITY LEGAL OFFICE	Male	Yes	Much Needed	Needed
5/2/2023 16:40:01	RENELITO TENCE AFABLE	CITY LEGAL	Male	Yes	Much Needed	Much Needed
5/2/2023 20:27:27	FERDINAND C.VERGARA	LDRRM	Male	Yes	Much Needed	Much Needed
5/3/2023 9:58:25	ESTRELLA D. CARITATIVO	CITY AGRICULTURE OFFICE	Female	Yes	Not Needed	Not Needed
5/3/2023 15:30:56	FERNANDO TURATO ABAD	CITY VETERINARY OFFICE, LGU SAN JOSE CITY	Male	Yes	Not Needed	Needed

[illegible]

3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
Much Needed	Much Needed	Much Needed	Needed	Not Needed	Needed	Much Needed	Much Needed	Needed	Needed
Needed	Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed
Not Needed	Needed	Needed	Not Needed	Not Needed	Needed	Needed	Needed	Not Needed	Not Needed
Not Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Needed	Much Needed	Much Needed
Needed	Much Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Needed
Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed	Needed	Needed
Much Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Needed	Needed
Much Needed	Much Needed	Much Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Needed	Needed	Needed	Much Needed	Needed	Much Needed	Needed	Needed	Needed
Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Needed
Much Needed	Much Needed	Much Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Needed	Needed	Needed	Not Needed	Needed	Needed	Needed	Needed	Needed
Needed	Needed	Needed	Not Needed	Not Needed	Not Needed	Much Needed	Much Needed	Much Needed	Needed
Much Needed	Much Needed	Much Needed	Much Needed	Not Needed	Needed	Needed	Much Needed	Much Needed	Much Needed
Needed	Much Needed	Much Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Needed
Much Needed	Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Needed
Needed	Needed	Needed	Needed	Not Needed	Needed	Much Needed	Needed	Needed	Needed
Needed	Needed	Needed	Needed	Not Needed	Needed	Much Needed	Needed	Needed	Needed

[illegible]

3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
Needed	Needed	Needed	Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
Needed	Much Needed	Much Needed	Needed	Much Needed	Needed	Much Needed	Needed	Needed	Much Needed
Much Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Much Needed
Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed	Needed	Not Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
Needed	Much Needed	Needed	Needed	Much Needed	Needed	Much Needed	Needed	Much Needed	Much Needed
Needed	Needed	Needed	Not Needed	Needed	Needed	Needed	Much Needed	Needed	Not Needed
Needed	Needed	Much Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Needed
Not Needed	Needed	Needed	Needed	Not Needed	Needed	Needed	Needed	Needed	Not Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Not Needed
Much Needed	Needed	Much Needed	Needed	Not Needed	Needed	Much Needed	Needed	Needed	Needed
Much Needed	Much Needed	Much Needed	Not Needed	Not Needed	Not Needed	Not Needed	Much Needed	Not Needed	Much Needed
Not Needed	Not Needed	Not Needed	Not Needed	Much Needed	Needed	Much Needed	Much Needed	Needed	Not Needed
Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Much Needed	Much Needed	Needed
Much Needed	Needed	Needed	Needed	Not Needed	Needed	Needed	Needed	Needed	Needed
Needed	Much Needed	Much Needed	Much Needed	Much Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
Much Needed	Much Needed	Needed	Needed	Not Needed	Needed	Needed	Much Needed	Much Needed	Needed
Much Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Needed
Not Needed	Much Needed	Not Needed	Needed	Needed	Not Needed	Needed	Needed	Needed	Needed
Needed	Needed	Much Needed	Needed	Needed	Needed	Much Needed	Much Needed	Needed	Needed
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Needed	Needed	Much Needed	Much Needed
Needed	Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed	Needed	Needed
Much Needed	Not Needed	Much Needed	Much Needed	Not Needed	Not Needed	Not Needed	Much Needed	Much Needed	Much Needed
Needed	Much Needed	Needed	Much Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Needed	Needed	Needed	Not Needed	Needed	Much Needed	Much Needed	Needed	Needed
Not Needed	Needed	Not Needed	Not Needed	Much Needed	Needed	Much Needed	Much Needed	Needed	Not Needed
Needed	Not Needed	Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed	Not Needed

3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
Much Needed	Needed	Much Needed	Much Needed	Needed	Much Needed	Much Needed	Needed	Much Needed	Much Needed
Much Needed	Much Needed	Much Needed	Much Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Needed	Needed
Much Needed	Needed	Not Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Needed
Needed	Much Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Much Needed	Much Needed	Not Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Not Needed
Much Needed	Much Needed	Much Needed	Not Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Much Needed	Much Needed	Needed	Much Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Needed	Needed	Needed	Not Needed	Needed	Needed	Needed	Much Needed	Needed
Much Needed	Much Needed	Much Needed	Much Needed	Not Needed	Needed	Needed	Much Needed	Needed	Much Needed
Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Much Needed	Much Needed	Not Needed
Much Needed	Much Needed	Much Needed	Much Needed	Not Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Not Needed
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Much Needed	Needed	Much Needed	Needed	Not Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
Much Needed	Much Needed	Needed	Much Needed	Much Needed	Needed	Much Needed	Much Needed	Much Needed	Needed
Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Much Needed	Much Needed	Much Needed	Much Needed
Not Needed	Needed	Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Not Needed	Needed
Needed	Needed	Needed	Not Needed	Not Needed	Needed	Needed	Needed	Needed	Not Needed
Not Needed	Much Needed	Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed	Needed
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
Needed	Much Needed	Much Needed	Much Needed	Needed	Needed	Much Needed	Much Needed	Needed	Much Needed
Much Needed	Much Needed	Needed	Needed	Needed	Needed	Much Needed	Needed	Much Needed	Needed
Much Needed	Much Needed	Needed	Much Needed	Needed	Much Needed	Needed	Needed	Needed	Much Needed
Needed	Needed	Needed	Not Needed	Not Needed	Needed	Needed	Needed	Needed	Needed
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Much Needed	Needed	Not Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
Needed	Much Needed	Much Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Needed

3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
Much Needed	Needed	Needed	Needed	Not Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
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Not Needed	Needed	Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Not Needed	Not Needed
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3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
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3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Not Needed
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Needed	Needed	Not Needed	Needed	Not Needed	Needed	Much Needed	Much Needed	Much Needed	Needed
Needed	Much Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Needed
Needed	Needed	Much Needed	Needed	Not Needed	Needed	Needed	Needed	Much Needed	Needed
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3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Needed
Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
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Needed	Much Needed	Needed	Needed	Needed	Needed	Much Needed	Needed	Needed	Needed
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Needed	Needed	Needed	Needed	Not Needed	Needed	Needed	Much Needed	Much Needed	Needed
Much Needed	Much Needed	Much Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
Needed	Much Needed	Needed	Not Needed	Needed	Not Needed	Needed	Not Needed	Needed	Much Needed
Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Not Needed
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Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Not Needed	Not Needed
Needed	Needed	Needed	Needed	Much Needed	Needed	Much Needed	Much Needed	Much Needed	Needed
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Needed	Needed	Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed	Needed
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Not Needed	Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Needed	Needed	Not Needed
Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed
Needed	Needed	Needed	Not Needed	Much Needed	Needed	Needed	Much Needed	Much Needed	Needed
Needed	Needed	Needed	Much Needed	Needed	Needed	Needed	Much Needed	Needed	Needed
Needed	Needed	Needed	Needed	Not Needed	Not Needed	Needed	Much Needed	Much Needed	Needed
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3. Customer Relation Management Training (Frontline Personnel)]	4. Updates on Civil Service Law and Rules]	5. Records Management]	6. Public Sector Unionism & Sexual Harassment]	7. Pre-Retirement Seminar]	8. Leave Administration]	9. Employees Welfare, Benefits and Privileges]	10. Professional Growth Training]	11. Leadership Development Program]	12. Gender and Development Seminar (RA 7877 & RA11313)]
Needed	Much Needed	Needed	Not Needed	Needed	Needed	Needed	Much Needed	Much Needed	Needed
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Not Needed	Not Needed	Not Needed	Not Needed	Needed	Not Needed	Needed	Not Needed	Needed	Not Needed
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Not Needed	Not Needed	Not Needed	Not Needed	Much Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed
Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Needed	Not Needed	Needed	Not Needed

13. Training on Values Formation	14. Seminar on Advanced Life Support]	15. Seminar/Worksh op on Proper Housekeeping]	16. Updates on GSIS Law]	17. Training on Proper Documentation: Basic Photography & Videography]	18. Computer Literacy and Office Productivity Tools Trainings & Workshop]	19. Public Service Ethics and Accountability]	20. Customer Care and Client Communication Skills]	21. Personal and Professional Effectiveness]
Needed	Needed	Not Needed	Not Needed	Not Needed	Needed	Not Needed	Not Needed	Not Needed
Needed	Needed	Not Needed	Needed	Not Needed	Not Needed	Needed	Not Needed	Needed
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13. Training on Values Formation	14. Seminar on Advanced Life Support]	15. Seminar/Worksh op on Proper Housekeeping]	16. Updates on GSIS Law]	17. Training on Proper Documentation: Basic Photography & Videography]	18. Computer Literacy and Office Productivity Tools Trainings & Workshop]	19. Public Service Ethics and Accountability]	20. Customer Care and Client Communication Skills]	21. Personal and Professional Effectiveness]
Needed	Much Needed	Needed	Needed	Needed	Needed	Needed	Needed	Needed
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Needed	Not Needed	Not Needed	Much Needed	Not Needed	Needed	Not Needed	Not Needed	Needed
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13. Training on Values Formation	14. Seminar on Advanced Life Support]	15. Seminar/Worksh op on Proper Housekeeping]	16. Updates on GSIS Law]	17. Training on Proper Documentation: Basic Photography & Videography]	18. Computer Literacy and Office Productivity Tools Trainings & Workshop]	19. Public Service Ethics and Accountability]	20. Customer Care and Client Communication Skills]	21. Personal and Professional Effectiveness]
Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
Much Needed	Much Needed	Much Needed	Much Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed
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13. Training on Values Formation	14. Seminar on Advanced Life Support]	15. Seminar/Worksh op on Proper Housekeeping]	16. Updates on GSIS Law]	17. Training on Proper Documentation: Basic Photography & Videography]	18. Computer Literacy and Office Productivity Tools Trainings & Workshop]	19. Public Service Ethics and Accountability]	20. Customer Care and Client Communication Skills]	21. Personal and Professional Effectiveness]
Much Needed	Needed	Much Needed	Needed	Needed	Needed	Much Needed	Much Needed	Much Needed
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13. Training on Values Formation	14. Seminar on Advanced Life Support]	15. Seminar/Worksh op on Proper Housekeeping]	16. Updates on GSIS Law]	17. Training on Proper Documentation: Basic Photography & Videography]	18. Computer Literacy and Office Productivity Tools Trainings & Workshop]	19. Public Service Ethics and Accountability]	20. Customer Care and Client Communication Skills]	21. Personal and Professional Effectiveness]
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13. Training on Values Formation	14. Seminar on Advanced Life Support]	15. Seminar/Worksh op on Proper Housekeeping]	16. Updates on GSIS Law]	17. Training on Proper Documentation: Basic Photography & Videography]	18. Computer Literacy and Office Productivity Tools Trainings & Workshop]	19. Public Service Ethics and Accountability]	20. Customer Care and Client Communication Skills]	21. Personal and Professional Effectiveness]
Much Needed	Much Needed	Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed	Much Needed
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Much Needed	Much Needed	Much Needed	Much Needed	Not Needed	Much Needed	Much Needed	Much Needed	Much Needed
Much Needed	Much Needed	Not Needed	Not Needed	Not Needed	Needed	Not Needed	Not Needed	Not Needed
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Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed
Needed	Not Needed	Not Needed	Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Needed	Not Needed			
Needed	Needed			
Needed	Needed			
Much Needed	Much Needed	Pag aaral sa pag control nang emosyon	Possitive and Good vibes	
Needed	Much Needed	Training regarding OPCR/IPCR	Motivations/promotions	
Needed	Needed	For Environment	Talking both of them employees	
Much Needed	Needed			
Much Needed	Much Needed	BEMONC	none	
Needed	Needed	Data Privacy Act		
Much Needed	Much Needed	Seminar on BIR updates	Employees need rewars and motivations	
Not Needed	Not Needed	Accounting and budgetting for non-accounting personnel	None	
Needed	Much Needed			
Much Needed	Much Needed			
Much Needed	Much Needed	no more	no more	
Needed	Needed			
Needed	Needed			
Much Needed	Much Needed	Data Privacy Act		
Needed	Needed	BeMoc	None	
Much Needed	Much Needed		Bemonc training	
Needed	Not Needed			
Needed	Needed			
Needed	Not Needed			
Much Needed	Much Needed			
Needed	Needed			
Needed	Needed		Dagdag pagtaas ng sahod	
Needed	Needed			
Much Needed	Needed			
Needed	Much Needed			

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Much Needed	Much Needed	none	must attend different training en workshops to become more productive employee	
Needed	Needed			
Needed	Needed			
Needed	Needed			
Needed	Needed			
Much Needed	Much Needed			
Needed	Much Needed	Philippine Taxation and Government Accounting.	Flexibility on biometrics timing can help. An allowance for "time-in" from 7:30am to 8:30am and an allowance for "time-out" from 4:30pm to 5:30pm can improve mobility and, at times, productivity. This goes without saying, that all employees must be in the workplace for 9 hours, inclusive of 1 hour lunch break.	
Needed	Needed		Promotion po tumataas ang gastusin hindi lang sa basic needs kundi pati narin sa pagaaral ng mga anak. Sa kasalukuyang estado ng sweldo talaga po namang hirap ang kalagayan naming mabababa.	
Much Needed	Much Needed			
Needed	Much Needed			
Needed	Much Needed	Computer training	Always active and dedicated to the work	
Needed	Needed			
Needed	Much Needed			
Much Needed	Much Needed	None	Enjoy your work	
Needed	Much Needed			
Needed	Not Needed			
Much Needed	Much Needed	Photoshop design		
Much Needed	Needed	SDC II		
Needed	Needed			
Needed	Needed	Bemonc training	Training and seminar	
Needed	Not Needed	Bemonc Training		

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Needed	Needed	Pollution Control Officer Training	Proper delegation of assigned tasks. Being strict when it comes to employees bad attitudes.	
Needed	Needed	None	None	
Needed	Needed			
Much Needed	Needed			
Needed	Needed	Updates on Budgeting and Procurement		
Much Needed	Needed	BOLTS AND PHILTAX ACADEMY	Give usna chance	
Not Needed	Not Needed			
Not Needed	Not Needed			
Much Needed	Much Needed			
Much Needed	Needed	Adoption seminars	Provisions of technical assistance	
Much Needed	Needed			
Needed	Needed		In our case, we need conducive working space/office, a system where we can easily locate records	
Needed	Much Needed	More training,for knowledge	Understand wat work you did	
Needed	Needed			
Much Needed	Much Needed	Physcological training	Responsible to work, love their work to be assigned their bosses	
Much Needed	Much Needed			
Needed	Much Needed	None	Monthly assessment.	
Needed	Needed			
Needed	Needed	Work related trainings and developments. DOH sponsored and required training for professionals. Proficiency Trainings for Medical Technologists.		
Much Needed	Needed			
Not Needed	Not Needed	Basic Emergency Obstetric Care Training	Team building	
Needed	Needed			
Much Needed	Much Needed			
Needed	Needed	Supervisory Development Course (SDC) I & II	Bigger space and quiet work place	
Much Needed	Much Needed	Supply Officer Training	None	

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Needed	Needed	SDC track II	Our problem in DRRM is that our rescuers and drivers were on job orders from which they are not allowed for trainings. I hope that in the future they would be allowed for trainings especially in drrm courses.	
Needed	Needed			
Much Needed	Much Needed	None	To communicate other servises and inprove	
Needed	Not Needed			
Needed	Needed			
Much Needed	Needed			
Much Needed	Needed	None	Be responsible	
Needed	Not Needed	Data Privacy Act	Updated Tools	
Needed	Needed	none	Good ambiance	
Needed	Not Needed			
Needed	Much Needed	Trainings and seminars related to industrial maintainance ang skilled workers program	Sent to attend work related trainings and seminars	
Much Needed	Much Needed			
Much Needed	Much Needed	none		
Not Needed	Not Needed	BIM software / Structural Software usage for construction anf management	4 working days	
Needed	Needed	N/A	N/A	
Needed	Needed			
Much Needed	Much Needed	technically development and Urban develop	inform about due of work for nothing rush our works	
Much Needed	Needed			
Needed	Needed			
Not Needed	Needed			
Needed	Needed	None	None	
Much Needed	Much Needed	Customers service training		
Needed	Needed	None		
Much Needed	Much Needed	Photography	none	
Needed	Much Needed			
Much Needed	Needed			
Much Needed	Needed	Technical seminars related on engineering	4day work every week	
Needed	Needed	Supervisory development Course Track 1 and 2		

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Much Needed	Much Needed			
Much Needed	Much Needed			
Needed	Needed			
Not Needed	Needed			
Needed	Much Needed			
Needed	Much Needed	Bemoc	More seminars and trainings	
Much Needed	Much Needed	NONE	N/A	
Much Needed	Much Needed	None	Continuous learning	
Not Needed	Much Needed			
Much Needed	Not Needed	none	n/a	
Much Needed	Much Needed	EMS		
			Hoping po na maaaprubahan yung 4-days work na isinusulong ng Pamahalaan. And yung Menstrual leave for women, the better po.	
Much Needed	Much Needed	Environmental Laws and Ordinances		
Much Needed	Much Needed			
Needed	Needed	Local Legislation		
Not Needed	Not Needed			
Much Needed	Much Needed			
Much Needed	Much Needed	Stress management seminar	Conducting trainings and seminars	
Much Needed	Much Needed			
Needed	Needed	None	Employee's dedication at work	
Needed	Not Needed			
Needed	Needed			
Needed	Not Needed			
Much Needed	Much Needed			
Needed	Needed			
Much Needed	Much Needed			
Much Needed	Needed			
Much Needed	Needed			
Not Needed	Needed			
Needed	Needed	Structural Design and Computer Software		
Needed	Needed			
			promotional equal opportunities within the organization's personnel base on performance	
Needed	Much Needed			

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Much Needed	Much Needed	Workplace Ethics Seminar	Regular seminar/ training to enhance employee's knowledge and skills	
Needed	Needed	None	None	
Needed	Needed			
Not Needed	Needed	Training on Data Privacy Act	Everyone should be able to participate in any training at least once every year.	
Not Needed	Needed			
Needed	Needed	Stress management seminar	Dedication in work	
Not Needed	Not Needed			
Needed	Needed	No more		
Much Needed	Needed	Mental Health First aider; emotional intelligence and leadership; well-being centric leadership; gender diversity and social inclusion in work; human resource management practioner;		
Needed	Needed		improve	
Needed	Needed			
Much Needed	Needed			
Needed	Much Needed			
Much Needed	Much Needed	None	be professional & transparent	
Not Needed	Not Needed			
Much Needed	Much Needed		Code of ethics	
Much Needed	Much Needed	Family Relationship as support to simple Living	Have a weekly sports or sort of bonding of employees as per department	
Much Needed	Much Needed			
Needed	Much Needed	Bemonc	Training and seminar	
Needed	Needed	None	Additional benefits	
Needed	Needed			
Not Needed	Not Needed		In every department, every employees should treat their co-worker as their own family	
Much Needed	Much Needed	N/A	Character traits of each individual	
Much Needed	Much Needed	BeMonc		
Not Needed	Not Needed			
Needed	Needed			
Needed	Much Needed	Driving skills	More training	
Needed	Much Needed			
Needed	Much Needed			

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Needed	Needed			
Needed	Needed	Awareness/Training for Tourism and Cultural Property Development	To have an effective Team Building and Bench Marking	
Not Needed	Needed			
Needed	Needed			
Needed	Needed	n/a	n/a	
Needed	Needed			
Needed	Needed			
Not Needed	Needed			
Needed	Needed	Latest Training on Records Management thru the Use of Technology	A yearly symposium within the office.	
Much Needed	Much Needed			
Not Needed	Needed			
Much Needed	Much Needed			
Much Needed	Much Needed			
Much Needed	Needed			
Needed	Needed			
Much Needed	Much Needed	MENTAL HEALTH AWARENESS	MENTAL HEALTH BREAKS AND GRIEVANCE COMMITTEE	
		1) Training on the Republic Act No. 9184 and its 2016 Revised Implementing Rules and Regulations. 2) Financial Management Training. 3) Supply Management Training		
Needed	Not Needed		Promotion of work-life balance.	
Much Needed	Needed			
Needed	Much Needed	None	None	
Needed	Not Needed			
Much Needed	Much Needed	None	None, I'm Happy.	
Needed	Not Needed			
Not Needed	Not Needed			
Needed	Needed	None		
Needed	Much Needed			
Much Needed	Much Needed	Any Training available	Health	
Needed	Needed	None	None	
Much Needed	Much Needed	Data Privacy act and Freedom of Information	More Seminars and Training	
Needed	Needed	Advance cardiac life support		
Much Needed	Much Needed	.	.	
Needed	Needed			

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Much Needed	Needed			
Needed	Needed	Basic Life Support	Good communication	
Needed	Needed	PHILHEALTH UPDATES AND ROUND TABLE DISCUSSION AND TRAINING ON ICD 11	IMPROVE COMMUNICATION WITH EMPLOYEES ,	
Much Needed	Needed			
Needed	Much Needed			
Not Needed	Not Needed			
Much Needed	Not Needed			
Much Needed	Needed			
Much Needed	Needed			
Needed	Much Needed			
Much Needed	Needed		Time management	
Needed	Much Needed			
Needed	Needed	no more		
Needed	Not Needed	Information Technology Training, Network Administration Training		
Much Needed	Much Needed		None	
Needed	Much Needed	none	effective communication with supervisor, peers and subordinate	
Much Needed	Needed	Procurement, Office Management	Regular Meeting	
Needed	Much Needed	no more		
Much Needed	Much Needed			
Much Needed	Much Needed			
Much Needed	Much Needed			
Much Needed	Much Needed		Training/seminar	
Needed	Needed			
Much Needed	Much Needed			
Needed	Much Needed			
Needed	Needed	All of the above mention	Sharing others ideas	
Needed	Much Needed			
Needed	Needed	Relevant training to employees	relational training	
Much Needed	Much Needed		Increase salary and benefits. Non-toxic environment.	
Much Needed	Needed		To have a role model and a good leader..	
Needed	Needed			
Needed	Needed			
Much Needed	Much Needed	Bemoc		

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Needed	Needed	Anything po that are related to our work.	Good relationships!	
Needed	Needed			
Needed	Needed	Update on tax deduction to govt employees	Full implementation of magna Carta benefits	
Needed	Needed			
Much Needed	Much Needed			
Needed	Needed			
Not Needed	Not Needed			
Not Needed	Needed			
Needed	Needed			
Needed	Needed	Training about Laws.	Giving the opportunity to attened a seminar the Job Order regarding ethics & responsibilty to their work.	
Needed	Needed	.	.	
Much Needed	Much Needed	free schooling of Computer literacy		
Much Needed	Much Needed	None	Punctuality	
Much Needed	Needed		Honesty and patience	
Much Needed	Much Needed			
Much Needed	Much Needed			
Needed	Not Needed			
Not Needed	Not Needed			
Not Needed	Not Needed			
Needed	Needed			
Not Needed	Not Needed	N/a	Mind their own businesses. Just do their work diligently.	
Needed	Much Needed			
Not Needed	Not Needed			
Needed	Needed			
Much Needed	Much Needed	Tax mapping	Team work	
Needed	Not Needed			
Needed	Needed	Assessment for heavy equipment operator	Respect each other	
Much Needed	Needed			
Needed	Much Needed	SEMINAR/WORKSHOP ON CONSTRUCTION AND IMPLEMENTATION USING PRIMAVERA SOFTWARE	UPGRADE OFFICE EQUIPMENTS AND OFFICE WORKING CONDITION	
Much Needed	Needed			
Needed	Not Needed	none	none	

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Needed	Much Needed	None	Depende sa edad ng empleyado kung kaya niya yung trabahong ibibigay sa kanya	
Much Needed	Much Needed			
Needed	Needed			
Much Needed	Much Needed			
Needed	Needed	N/A	N/A	
Needed	Needed	None	Nothing	
Much Needed	Much Needed	Technical trainings (engineering, etc.)	Nice working environment	
Much Needed	Needed			
Much Needed	Much Needed			
Needed	Much Needed	National Certificate in Heavy Equipment Operation	Discipline and strict to the rules	
Much Needed	Needed	Laws, updates and implenting rules regarding Civil Registration and related topics	Technology advancement and more organized and spacious record files	
Not Needed	Not Needed	None	Fair and honest commendation to boost employees morale to be more productive	
Much Needed	Much Needed	LEADERSHIP MANAGEMENT TRAINING	LEADERSHIP MANAGEMENT SHOULD BE APPLIED IN THE ORGANIZATION	
Much Needed	Much Needed	For driving improvement	None	
Much Needed	Much Needed	Xxx	Xxx	
Much Needed	Much Needed			
Much Needed	Much Needed	Synchronized Working Strategies	To have a regular quarterly orientation and or seminar in every department re: strategies and techniques to work efficiently and effectively	
Much Needed	Much Needed			
Not Needed	Not Needed	Not needed	Follow the rules and regulations	
Much Needed	Much Needed	DATA PRIVACY	NONE	
Needed	Needed	N/A	N/A	
Needed	Needed		Salary increase	
Needed	Needed	Speech and Grammar Training	Unity and good relationship among co employee	
Not Needed	Not Needed			
Much Needed	Much Needed			
Needed	Needed	TRAINING ON PROPERTY INVENTORY		
Much Needed	Much Needed			
Needed	Needed			

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Needed	Needed			
Needed	Not Needed			
Needed	Needed		Flexible Working arrangement for employees that have children or are caring for the elderly in their family	
Much Needed	Much Needed	Trainings on pests and diseases	Much comfortable shirts	
Needed	Much Needed			
Needed	Needed	Troubleshooting on softwares and hardwares	Basic computer skills for employees.	
Much Needed	Needed			
Needed	Needed	Technical Training on Rice and Pest Control High Value Crops Management ang		
Needed	Needed			
Not Needed	Needed	Training on Values Formation	How to keep positive attitude at work? How to have grace under pressure?	
			Transparency and clear communication of what is going on in the administration in the hospital. Take care of the employee, you need us and services, we are as much important	
Much Needed	Much Needed	Balance life		
Much Needed	Needed			
Not Needed	Needed			
Much Needed	Much Needed			
Much Needed	Much Needed			
Needed	Needed			jsc022280@gmail.com
Needed	Needed			ramosabbeygayle21@gmail.com
Much Needed	Much Needed			noviepobre@gmail.com
Needed	Much Needed	Training on handling difficult customers/clients		reynluno@gmail.com
Needed	Much Needed	Basic BLS, ACLS, PALS, First Aid		chezzkatesoria@gmail.com
Needed	Needed	Training for Procurement	Time management	jsc022280@gmail.com
Needed	Needed			jsc022280@gmail.com
Needed	Much Needed	Progestin skin implant		sarahfelimon7733@gmail.com
Needed	Needed	Clinical Pharmacists training		mariasalmo21@gmail.com
Needed	Much Needed			hazzacellibed@gmail.com
Needed	Much Needed			melvinlapitan247@gmail.com
Much Needed	Much Needed			michellejoycpa@gmail.com
Much Needed	Not Needed	None	None	cora6162garcia@gmail.com
Much Needed	Much Needed	Any training or seminar	Health	jodanb42@gmail.com

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Much Needed	Much Needed			gonzalesronamae0@gmail.com
Needed	Not Needed	N/A	N/A	byetzkie27@gmail.com
Needed	Needed			ammegrotnac@gmail.com
Not Needed	Not Needed			nickson.san61@gmail.com
Needed	Needed			emeterioicabiltes@gmail.com
Not Needed	Not Needed			nickson.san61@gmail.com
Needed	Needed	Technical training on different agricultutal Technology	Health break	emeterioicabiltes@gmail.com
Much Needed	Much Needed			cheridan.cm36@gmail.com
Needed	Much Needed	Seminar about Health	Team Building Activities	jezzz.manosca@gmail.com
Needed	Needed	Livestock and Veterinary Training Course		nestorrigor01@gmail.com
Needed	Much Needed			zetmendoza29@gmail.com
Needed	Needed			ramilesguerra171973@gmail.com
Much Needed	Needed	Training on core values	Light exercises and morning jog	crv357@gmail.com
Needed	Needed	NMIS training		gladznacio@gmail.com
Needed	Needed	Any work related seminars	Additional benefits	ginatuquero0510@gmail.com
Needed	Needed	None	None	jizellethomas0621@gmail.com
Needed	Needed			hipolitobrilloedrada@gmail.com
Needed	Needed			galapoarceli@gmail.com
Not Needed	Not Needed			rv25serrano@gmail.com
Much Needed	Not Needed	Farming Technologies	Give smile to everyone	arnoldgrospe04@gmail.com
Much Needed	Much Needed			ethanvelicaria@gmail.com
Much Needed	Much Needed	None	None	mhlroxas@gmail.com
			All employees should be included in trainings especially in LDRMO so everyone have knowledge in rescue and disaster response.	
Much Needed	Much Needed	Incident Command System		alvinvelasco710@gmail.com
Needed	Needed			louistomas16@gmail.com
Needed	Much Needed	none	none	waig78@gmail.com
Much Needed	Much Needed			gomezden23@gmail.com
Much Needed	Much Needed			gomezden23@gmail.com
Needed	Much Needed	none	none	herminigildohipolito@gmail.com
Needed	Needed			lagatmelinda@gmail.com
Much Needed	Much Needed	ACLS		ghiabalos15@gmail.com
Much Needed	Much Needed			mayrach21@yahoo.com
Much Needed	Needed	Improvement in field of specialization	Good condition of workplace	timbolancia0609@gmail.com
Much Needed	Not Needed	None so far	None so far	jhonvelasco273@gmail.com
Much Needed	Not Needed	None so far	None so far	jhonvelasco273@gmail.com

22. Communication Skills & Basic English Proficiency]	23. Stress Management Seminar (SMS)]	Other Trainings Recommended:	Give some suggestions that will help improve working condition of employees.	Email Address
Needed	Needed	Phil Pediatric and Component Society Convention		chiefofclinicsolsj3121@gmail.com
Needed	Needed	Training sa safety pra sa heavy equipmnt oprt.	Mrami png kaalaman about sa aking trabaho	roneliosamonte961@gmail.com
Not Needed	Needed			talplacidojerry@gmail.com
Needed	Much Needed	None	No comment	elmerairmail13@gmail.com
Much Needed	Much Needed			anongesguerra21@gmail.com
Not Needed	Not Needed	Livelihood development	Vehicles for field work	janisonagbayani@gmail.com
Not Needed	Not Needed	N/A	N/A	rustyvet1259@gmail.com
Much Needed	Much Needed	Welfare Development	Camaraderie and bonding to all employees	alfredfider6@gmail.com
Much Needed	Much Needed			afablerenelito7@gmail.com
Needed	Needed	Computer letiracy	None	bayanitomas54@gmail.com
Needed	Needed	Technical skills training	Proper training to my co workers	junereyessambrano1973@gmail.com
Needed	Needed	EMT		padiernosnoel@gmail.com
Needed	Needed	Emergency medical technician		padiernosnoel@gmail.com
			All employees should attend at the seminar, especially in proper rescue and disaster response.	
Much Needed	Needed			alvinvelasco710@gmail.com
Needed	Needed			andrescorazon521@gmail.com
Not Needed	Needed			homerlindain@gmail.com
Much Needed	Much Needed			afablerenelito7@gmail.com
Much Needed	Much Needed			merceditaavergara@gmail.com
Not Needed	Not Needed			starcaritativo18@gmail.com
Not Needed	Not Needed			cposanjosecity@gmail.com