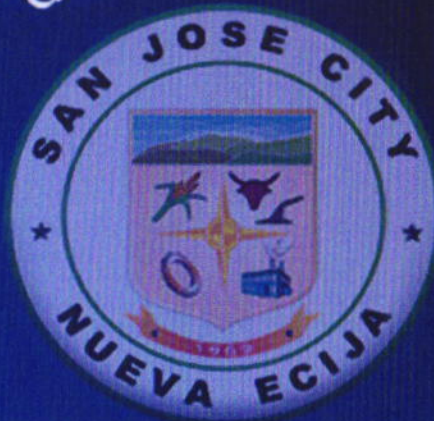


TRAINING  
NEEDS  
ASSESSMENT  
2025







Republic of the Philippines  
Province of Nueva Ecija  
San Jose City – 3121  
-oOo-

## **RATIONALE**

The significance of having a Training Needs Assessment (TNA) survey lies in its ability to provide a systematic and data-driven approach in identifying and addressing the learning requirements of employees. The City Human Resource Management Office utilized this tool for the departments seeking to optimize training investments, improve employee performance and engagement, and maintain their competitive edge in the organization. It provides a foundation for targeted and effective training initiatives that align with organizational goals, directions and contribute to long-term success.

The City Human Resource Management Office operates this system to deliver high-quality training programs that meet the identified needs of employees and to ensures resources are allocated effectively by targeting areas where they will have the most impact. In addressing skills gap, it can lead to improve job performance and employee will excel their roles and become more productive, efficient and capable meeting performance standards. Investing of employees' development through this, can also enhance retention rates and contribute to talent development within the organization and stay ahead on technological advancements.

## **METHODOLOGY**

The CHRMO has developed an online survey form that covers required skills and knowledge, existing competencies, training preferences and perceived training needs for the Training Needs Assessment (TNA) for 2025 of LGU-SJC employees. Respondents were instructed to rate and select each topic as "Much Needed," "Needed," or "Not Needed". On April 25, 2024, a total of 693 employees from LGU-San Jose City excluding the city officials were informed via online links to participate in the online survey. Out of these, 442 regular employees responded, resulting in a response rate of 63.78 %, which falls within the recommended response rate by research experts.

This marks the 2<sup>nd</sup> 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 Management Office.



RESULTS:

Figure 1 shows the gender distribution among the four hundred forty-two (442) respondents: with 189 respondents (42.8%) being male, 248 respondents (56.1%) being female, and 7 respondents (1.6%) identifying as LGBTQ+. Moreover, out of the total respondents, four hundred thirty-nine (439) individuals (99.3%) expressed their willingness to attend the training/seminar, while three (3) respondents (0.7%) indicated their lack of interest (See Figure 2).

Figure 1. Gender

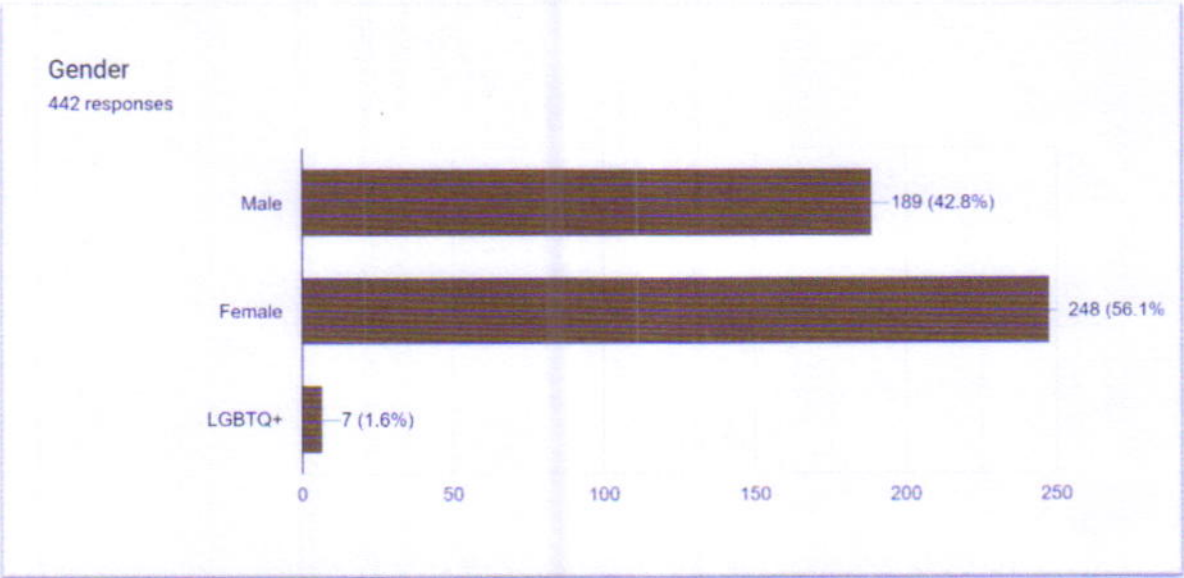
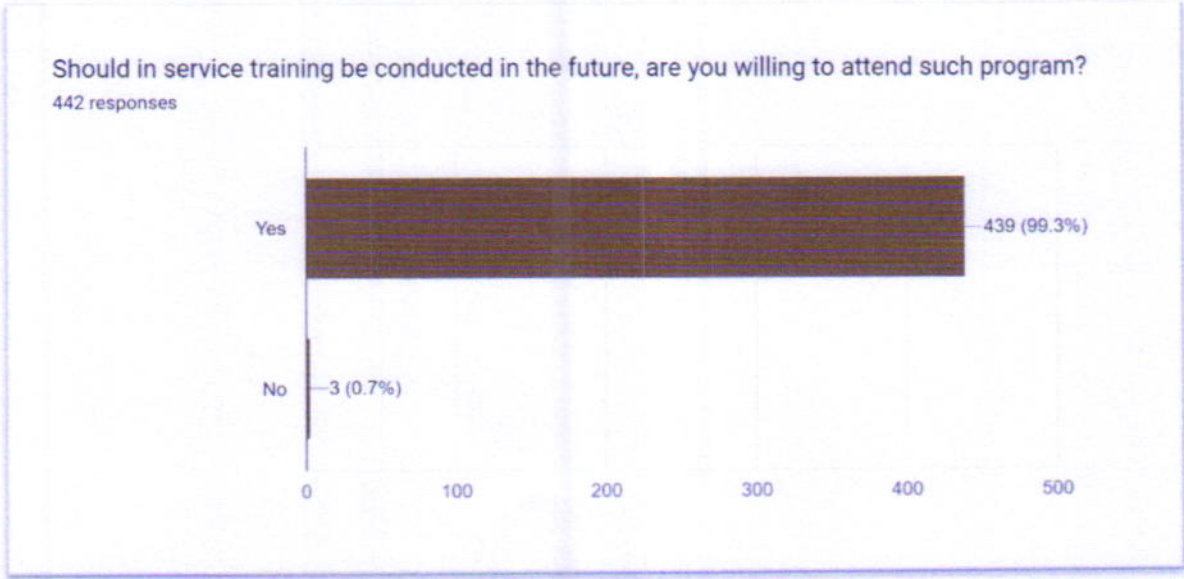


Figure 2. Willingness to Attend the Program





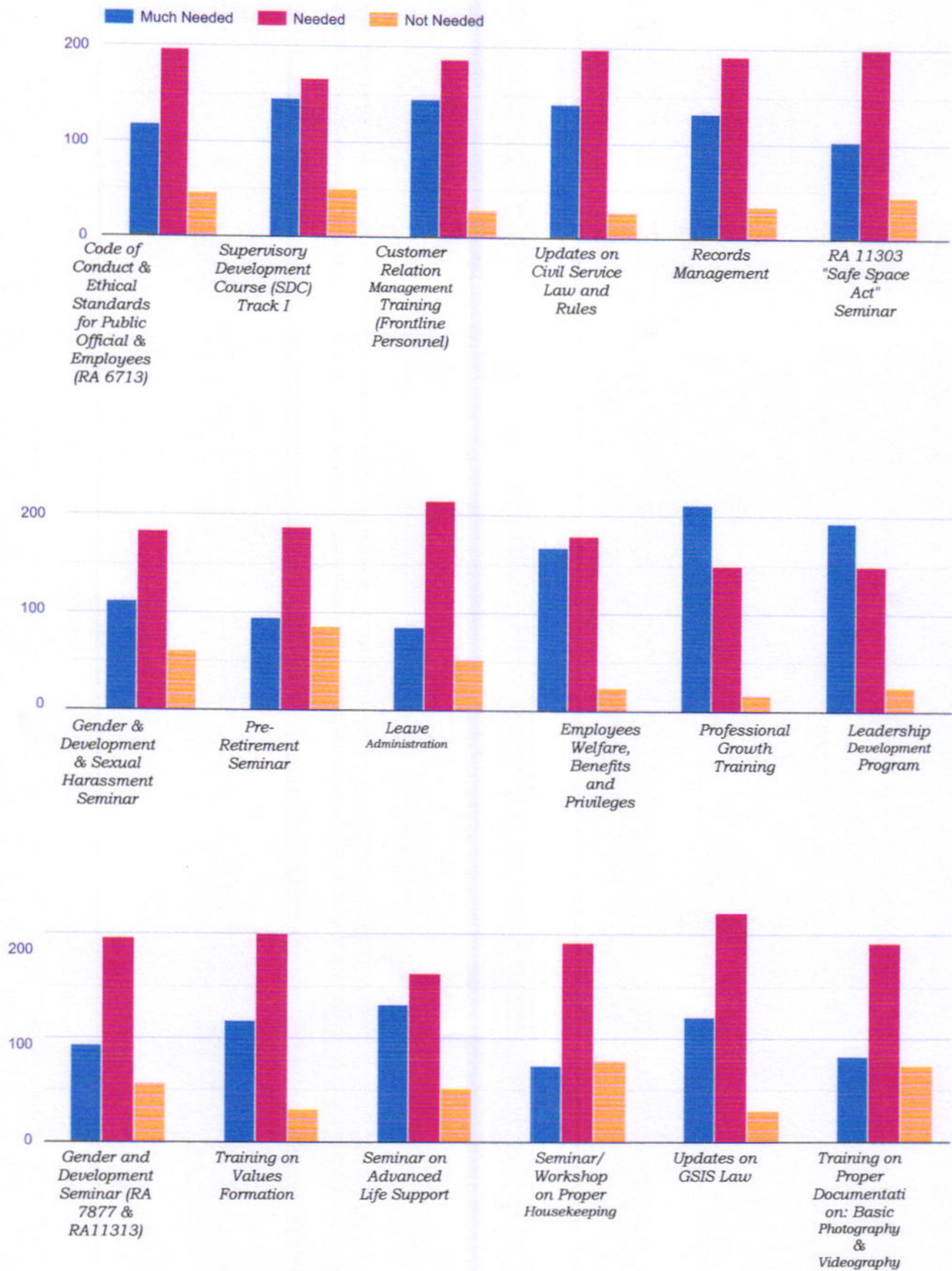
**Table 1. Summary Result (Based on the Google Form Used)****ONLINE SURVEY ON TRAINING NEEDS ASSESSMENT  
FOR LGU-SJC EMPLOYEES 2025**

| NO. | TRAINING/SEMINAR  | MUCH<br>NEEDED | NEEDED | NOT<br>NEEDED |
|-----|---|----------------|--------|---------------|
| 1   | Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713) | 148            | 195    | 46            |
| 2   | Supervisory Development Course (SDC) Track I                                  | 189            | 166    | 50            |
| 3   | Customer Relation Management Training (Frontline Personnel)                   | 180            | 183    | 29            |
| 4   | Updates on Civil Service Law and Rules  | 179            | 198    | 28            |
| 5   | Records Management  | 175            | 193    | 34            |
| 6   | RA 11303 "Safe Space Act" Seminar   | 103            | 202    | 44            |
| 7   | Gender & Development & Sexual Harassment Seminar                              | 111            | 185    | 60            |
| 8   | Pre-Retirement Seminar  | 128            | 186    | 85            |
| 9   | Leave Administration  | 123            | 214    | 52            |
| 10  | Employees Welfare, Benefits and Privileges                                    | 192            | 179    | 24            |
| 11  | Professional Growth Training  | 212            | 150    | 17            |
| 12  | Leadership Development Program  | 196            | 149    | 24            |
| 13  | Gender and Development Seminar (RA 7877 & RA11313)                            | 92             | 198    | 56            |
| 14  | Training on Values Formation  | 117            | 199    | 32            |
| 15  | Seminar on Advanced Life Support  | 133            | 161    | 51            |
| 16  | Seminar/ Workshop on Proper Housekeeping                                      | 74             | 191    | 79            |
| 17  | Updates on GSIS Law   | 122            | 220    | 30            |
| 18  | Training on Proper Documentation: Basic Photography & Videography             | 82             | 192    | 73            |
| 19  | Computer Literacy and Office Productivity Tools Trainings & Workshop          | 168            | 175    | 36            |
| 20  | Public Service Ethics and Accountability                                      | 139            | 190    | 31            |
| 21  | Customer Care and Client Communication Skills                                 | 146            | 182    | 24            |
| 22  | Personal and Professional Effectiveness                                       | 178            | 183    | 18            |
| 23  | Communication Skills & Basic English Proficiency                              | 138            | 174    | 35            |
| 24  | Stress and Anger Management Seminar   | 130            | 183    | 43            |
| 25  | Training on Property Inventory, Procurement and Office Management             | 117            | 185    | 49            |
| 26  | Financial Management Seminar  | 129            | 172    | 46            |

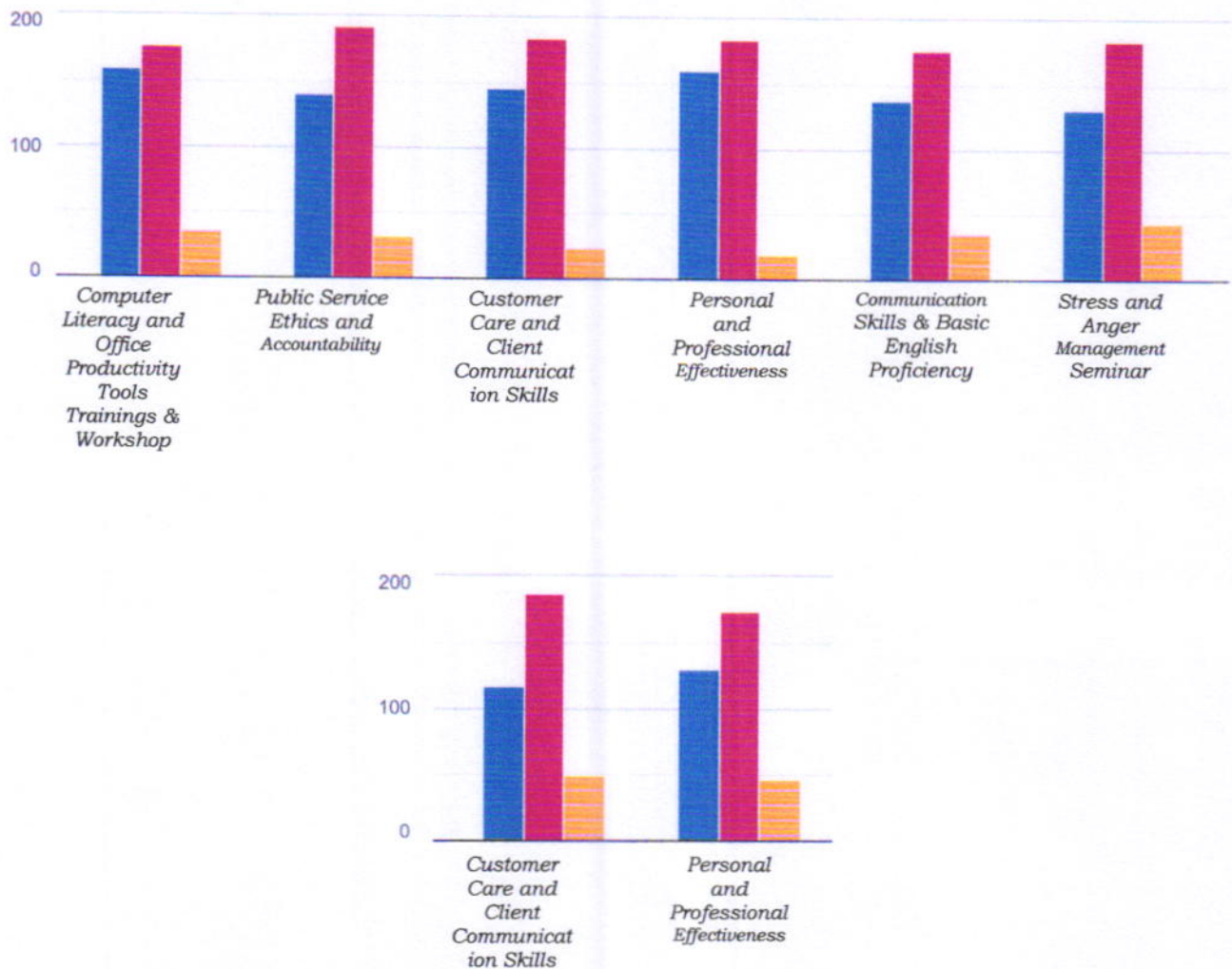


Figure 3. Online Survey Result

If ever you will be sent for training, which of the following career path / areas do you think is necessary for you to receive additional training that can help in your work. Please tick/select the circle provided (Much Needed, Needed & Not Needed).







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  | 212         | 47.96%                              |
| 2                    | Leadership Development Program  | 196         | 44.34%                              |
| 3                    | Employees Welfare, Benefits and Privileges                                    | 192         | 43.44%                              |
| 4                    | Supervisory Development Course (SDC) Track I                                  | 189         | 42.76%                              |
| 5                    | Customer Relation Management Training (Frontline Personnel)                   | 180         | 40.72%                              |
| 6                    | Updates on Civil Service Law and Rules  | 179         | 40.50%                              |
| 7                    | Personal and Professional Effectiveness                                       | 178         | 40.27%                              |
| 8                    | Records Management  | 175         | 39.59%                              |
| 9                    | Computer Literacy and Office Productivity Tools Trainings & Workshop          | 168         | 38.01%                              |
| 10                   | Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713) | 148         | 33.48%                              |



**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               | Updates on GSIS Law   | 220    | 49.77%                              |
| 2               | Leave Administration  | 214    | 48.42%                              |
| 3               | RA 11303 "Safe Space Act" Seminar   | 202    | 45.70%                              |
| 4               | Training on Values Formation  | 199    | 45.02%                              |
| 5               | Gender and Development Seminar (RA 7877 & RA11313)                            | 198    | 44.80%                              |
| 6               | Updates on Civil Service Law and Rules  | 198    | 44.80%                              |
| 7               | Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713) | 195    | 44.12%                              |
| 8               | Records Management  | 193    | 43.67%                              |
| 9               | Training on Proper Documentation: Basic Photography & Videography             | 192    | 43.44%                              |
| 10              | Seminar/ Workshop on Proper Housekeeping                                      | 191    | 43.21%                              |

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

| OVER-ALL RATING |   |             |        |       |
|-----------------|---|-------------|--------|-------|
| NO.             | TRAINING/SEMINAR  | MUCH NEEDED | NEEDED | TOTAL |
| 1               | Professional Growth Training  | 2           | -      | 2     |
| 2               | Leadership Development Program  | 2           | -      | 2     |
| 3               | Employees Welfare, Benefits and Privileges                                    | 2           | -      | 2     |
| 4               | Supervisory Development Course (SDC) Track I                                  | 2           | -      | 2     |
| 5               | Customer Relation Management Training (Frontline Personnel)                   | 2           | -      | 2     |
| 6               | Updates on Civil Service Law and Rules  | 2           | 1      | 3     |
| 7               | Personal and Professional Effectiveness                                       | 2           | -      | 2     |
| 8               | Records Management  | 2           | -      | 2     |
| 9               | Computer Literacy and Office Productivity Tools Trainings & Workshop          | 2           | -      | 2     |
| 10              | Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713) | 2           | 1      | 3     |
| 11              | Updates on GSIS Law   | -           | 1      | 1     |
| 12              | Leave Administration  | -           | 1      | 1     |
| 13              | RA 11303 "Safe Space Act" Seminar   | -           | 1      | 1     |
| 14              | Training on Values Formation  | -           | 1      | 1     |



|    |   |   |   |   |
|----|---|---|---|---|
| 15 | Gender and Development Seminar (RA 7877 & RA11313)                | - | 1 | 1 |
| 16 | Records Management  | - | 1 | 1 |
| 17 | Training on Proper Documentation: Basic Photography & Videography | - | 1 | 1 |
| 18 | Seminar/ Workshop on Proper Housekeeping                          | - | 1 | 1 |

### FINDINGS:

The online survey for training needs assessment revealed through analyzing the responses, regarding areas where employees feel they require further training and support. These include supervisory skills, technical skills, communication skills, and leadership development. Respondents expressed a need for training programs to their specific roles and responsibilities within the organization and survey highlighted the importance of providing opportunities for continuous learning and development to enhance job performance and career growth.

Based on the survey result, the top five (5) trainings that highly recommend topics falling under the “Much Needed” rating category, are as follows: Updates on Civil Service Law and Rules (85.30%), Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713) (76.69%), Professional Growth Training (47.96%), Leadership Development Program (44.34%), Employees Welfare, Benefits and Privileges (43.44%), Supervisory Development Course (SDC) Track I (42.76%), Customer Relation Management Training (Frontline Personnel) (40.72%), Personal and Professional Effectiveness (40.27%), Records Management and Computer Literacy (39.59%) and Office Productivity Tools Trainings & Workshop (38.01%).

The next top five (5) are Supervisory Development Course (SDC) Track I, Customer Relation Management Training (Frontline Personnel), Personal and Professional Effectiveness, Records Management and Computer Literacy and Office Productivity Tools Trainings & Workshop.

**Table 5. The over-all results show that the following are the most important topics needed to be undertaken in our training activities for 2025:**

| OVER-ALL RESULTS |   |             |        |               |
|------------------|---|-------------|--------|---------------|
| NO.              | TRAINING/SEMINAR  | MUCH NEEDED | NEEDED | TOTAL         |
| 1                | Updates on Civil Service Law and Rules  | 40.50%      | 44.80% | <b>85.30%</b> |
| 2                | Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713) | 33.48%      | 43.21% | <b>76.69%</b> |
| 3                | Professional Growth Training  | 47.96%      | -      | <b>47.96%</b> |
| 4                | Leadership Development Program  | 44.34%      | -      | <b>44.34%</b> |
| 5                | Employees Welfare, Benefits and Privileges                                    | 43.44%      | -      | <b>43.44%</b> |
| 6                | Supervisory Development Course (SDC) Track I                                  | 42.76%      | -      | <b>42.76%</b> |
| 7                | Customer Relation Management Training (Frontline Personnel)                   | 40.72%      | -      | <b>40.72%</b> |



|    |  |        |   |               |
|----|--|--------|---|---------------|
| 8  | Personal and Professional Effectiveness                              | 40.27% | - | <b>40.27%</b> |
| 9  | Records Management   | 39.59% | - | <b>39.59%</b> |
| 10 | Computer Literacy and Office Productivity Tools Trainings & Workshop | 38.01% | - | <b>38.01%</b> |

### RECOMMENDATION:

Several training topics have been identified recommend for continual learning and development for government employees. These include Updates on Civil Service Law and Rules, Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713), Professional Growth Training, Leadership Development Program, Employees Welfare, Benefits and Privileges, Supervisory Development Course (SDC) Track I, Customer Relation Management Training (Frontline Personnel), Personal and Professional Effectiveness, Records Management and Computer Literacy and Office Productivity Tools Trainings & Workshop, Supervisory Development Course (SDC) Track I, Customer Relation Management Training (Frontline Personnel), Personal and Professional Effectiveness, Records Management and Computer Literacy and Office Productivity Tools Trainings & Workshop. All these were rated on "Much Needed" and "Needed" on Table 5.

We highly recommend prioritizing the mentioned topics for our training efforts. It is proposed that adequate funds be allocated for conducting the identified trainings during the fiscal year 2025. 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:

**HERMOGENES M. GARCIA**  
Administrative Assistant III

Attested:

**ROMEO S. YACAN, JR.**  
City Human Resource Mngt. Officer

Recommending Approval:

**ALEXANDER GLEN E. BAUTISTA**  
City Administrator and Chairman,  
Learning and Development Committee

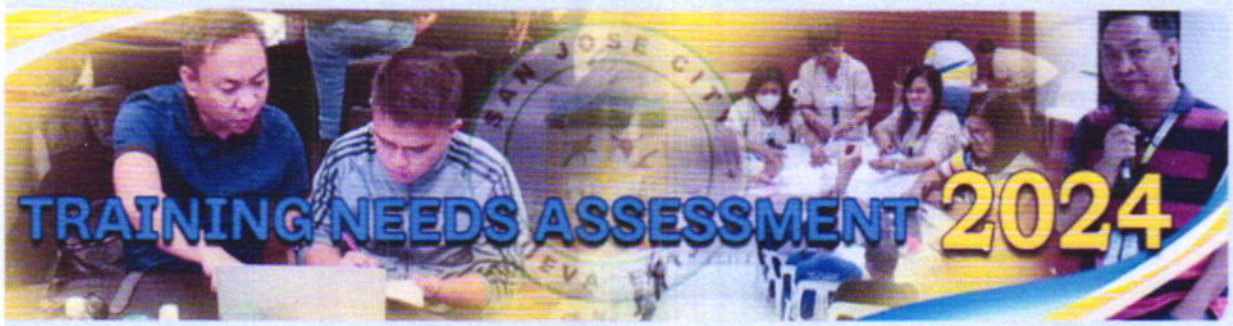
Approved:

**MARIO O. SALVADOR**  
City Mayor



# **LEARNING AND DEVELOPMENT TOOL**





**Instructions:** This questionnaire is design to determine perceived training needs of employees for year 2025. Please answer each item on the appropriate blank or by specifying your responses in the blank provided.

chrnogusjc@gmail.com [Switch account](#)



Not shared

\* Indicates required question

Full Name (e.g. Gener M. Garcia) \*

Your answer

Office \*

Your answer

Gender \*

☐ Male

☐ Female



☐ LGBTQ+

Should in service training be conducted in the future, are you willing to attend such program? \*

☐ Yes

☐ No

If ever you will be sent for training, which of the following career path / areas do you think is necessary for you to receive additional training that can help in your work. Please tick/select the circle provided (Much Needed, Needed & Not Needed).

|  | Much Needed           | Needed                | Not Needed            |
|--|-----------------------|-----------------------|-----------------------|
| 1. Code of Conduct & Ethical Standards for Public Official & Employees (RA 6713) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Supervisory Development Course (SDC) I  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Customer Relation Management Training (Frontline Personnel)                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Updates on Civil Service Law and Rules  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Records Management  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. RA 11303 "Safe Space Act" Seminar   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



|  |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|
| 7. Gender & Development & Sexual Harassment Seminar    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Pre-Retirement Seminar                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Leave Administration                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Employees Welfare, Benefits and Privileges         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. Professional Growth Training                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Leadership Development Program                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Gender and Development Seminar (RA 7877 & RA11313) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Training on Values Formation                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. Seminar on Advanced Life Support                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Seminar/Workshop on Proper Housekeeping            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. Updates on GSIS Law                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



18. Training on Proper  
Documentation: Basic  
Photography &  
Videography

☐☐☐

19. Computer Literacy  
and Office  
Productivity Tools  
Trainings & Workshop

☐☐☐

20. Public Service  
Ethics and  
Accountability

☐☐☐

21. Customer Care  
and Client  
Communication Skills

☐☐☐

22. Personal and  
Professional  
Effectiveness

☐☐☐

23. Communication  
Skills & Basic English  
Proficiency

☐☐☐

24. Stress and Anger  
Management  
Seminar

☐☐☐

25. Training on  
Property Inventory,  
Procurement and  
Office Management

☐☐☐

26. Financial  
Management  
Seminar

☐☐☐



**Other Trainings Recommended:**

Your answer

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

Your answer

**Thank You...**

**Submit**

Page 1 of 1

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2



## ONLINE TRAINING NEEDS ASSESSMENT FOR THE YEAR 2025

**Instructions:** This questionnaire is design to determine perceived training needs of employees for year 2025.

Please answer each item on the appropriate blank or by specifying your responses in the blank provided.

| NO. | 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 | [2. Supervisory Development Course (SDC) I] | [3. Customer Relation Management Training (Frontline Personnel)] | [4. Updates on Civil Service Law and Rules] | [5. Records Management] |
|-----|------------------------------|--------------------------------------|--------|--|---|---|--|---|-------------------------|
| 1   | JIZELLE M. THOMAS            | Nutrition Office                     | Female | Yes  |   | Needed                                      | Needed   | Needed                                      | Needed                  |
| 2   | CORAZON GARCIA ABRAJANO      | City nutrition office                | Female | Yes  |   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 3   | JULIA ALAENA DENISE E. SALMO | Ospital ng Lungsod San Jose          | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Much Needed                                 | Much Needed             |
| 4   | CELIA S.NICOLAS              | Nutrition Office                     | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 5   | SHEIRLY ANN VALLE            | City Treasurer's Office              | Female | Yes  | Not Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 6   | JOANNE D. DE GUZMAN          | Cto                                  | Female | Yes  | Needed  |   | Needed   | Needed                                      | Needed                  |
| 7   | MILLER E. PURIFICACION       | City Treasurers Office               | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 8   | MICHAEL T.ABALOS             | City Treasurer's office              | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 9   | JONATHAN M. CORDERO          | City Treasurer's Office              | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Much Needed             |
| 10  | RHODORA B LANOZO             | City treasurers office               | Female | Yes  | Needed  | Not Needed                                  | Much Needed  | Much Needed                                 | Needed                  |
| 11  | CHRISTELLE GAY F. VALLOTA    | Local city civil registrar           | Female | Yes  | Much Needed   | Not Needed                                  | Much Needed  | Needed                                      | Much Needed             |
| 12  | MARVIN S SUBABA              | CTO                                  | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 13  | CHRISTIAN JEFF M. PANAJON    | City Treasurers Office               | Male   | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Needed                  |
| 14  | MARISSA S. CORBE             | Office of the City Treasurer         | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 15  | RANDELL JAN DURAN            | CTO                                  | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 16  | RUEL C. TOMAS                | City Health Office                   | Male   | Yes  | Much Needed   |   | Needed   | Needed                                      |                         |
| 17  | EMMA C. SOMERA               | Management Information System Office | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 18  | JULIET A. POLIS              | OLSJ                                 | Female | Yes  |   |   |  |   |                         |
| 19  | ROMANITO P. MACASIEB         | City Treasurers Office               | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 20  | SARAH CRISTINA G. SIEGA      | City Budget Office                   | Female | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |



| NO. | 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 | [2. Supervisory Development Course (SDC) I] | [3. Customer Relation Management Training (Frontline Personnel)] | [4. Updates on Civil Service Law and Rules] | [5. Records Management] |
|-----|---------------------------|---|--------|--|---|---|--|---|-------------------------|
| 21  | HAZEL ANN PADILLA         | CTO   | Female | Yes  |   | Needed                                      | Much Needed  | Much Needed                                 | Needed                  |
| 22  | KRIS SUGAY                | CTO   | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 23  | LAWRENCE S. LORENZO       | Management information system office                              | Male   | Yes  | Needed  | Needed                                      | Not Needed   | Needed                                      | Needed                  |
| 24  | MAYETTE M RAMIREZ         | Ospital ng lungsod ng san jose                                    | Female | Yes  |   |   |  |   |                         |
| 25  | EFRAIM DARREN R. MANALANG | Management Information System Office                              | Male   | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Needed                  |
| 26  | HAROLD P PANGILINAN       | Transportation communication and public utilities services office | Male   | Yes  | Needed  | Needed                                      | Not Needed   | Needed                                      |                         |
| 27  | DANNILA AUDREY B LATONIO  | Ospital Ng Lungsod ng San Jose                                    | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 28  | LORENA F. PUEYO           | City Treasurer's Office   | Female | Yes  |   | Much Needed                                 | Much Needed  |   |                         |
| 29  | DIANNE KAREN M. GANANCIAL | City Agriculture Office   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 30  | EDMIE C. SANTIAGO         | CSWDO   | Female | Yes  | Much Needed   | Needed                                      | Needed   | Much Needed                                 | Needed                  |
| 31  | VIRGIE O. HERNANDEZ       | San Jose city library and information center nueva ecija          | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 32  | FROILA MARIE DC. BUNAO    | OSPITAL NG LUNGSOD NG SAN JOSE                                    | Female | Yes  | Not Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 33  | MA LARISSA G. BALTAZAR    | City Slaughter house  | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 34  | FAIRLYNNE C. LEE          | City Health Office  | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 35  | ALADIN D. BUYAYO          | City Social Welfare and Development Office                        | Male   | Yes  | Needed  |   | Needed   | Needed                                      | Needed                  |
| 36  | VEBERLY B. BARTOLOME      | City Social Welfare and Development Office                        | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 37  | KRISTOFFERSON E. GAMBOA   | Ospital ng Lungsod ng San Jose                                    | Male   | Yes  | Needed  | Not Needed                                  | Not Needed   | Needed                                      | Not Needed              |
| 38  | RICARTE B.PARAISO         | Slaughterhouse  | Male   | Yes  | Much Needed   |   | Much Needed  |   | Much Needed             |
| 39  | CZARINA JANE C. MATA      | Cpdo  | Female | Yes  | Needed  | Needed                                      | Much Needed  | Much Needed                                 | Needed                  |
| 40  | ELMER M. SALONGA          | City Agriculture Office   | Male   | Yes  | Much Needed   | Much Needed                                 | Needed   | Needed                                      |                         |
| 41  | JAN RAE V. LAZAGA         | City Agriculture Office   | Male   | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 42  | MARY ANNE D. UMayAM       | City Health Office  | Female | Yes  | Not Needed  | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |



| NO. | 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 | [2. Supervisory Development Course (SDC) I] | [3. Customer Relation Management Training (Frontline Personnel)] | [4. Updates on Civil Service Law and Rules] | [5. Records Management] |
|-----|-------------------------------|---|--------|--|---|---|--|---|-------------------------|
| 43  | ANNALYN DL DANIEGA            | Central terminal office   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 44  | EMELIE ANNE GRACE E. LOPEZ    | City Social Welfare and Development Office                      | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 45  | ANTONINO S. BUCAO             | City Library  | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Needed                                      | Needed                  |
| 46  | ALPHA CAMILLE V. GARCHITORENA | Ospital ng Lungsod ng San Jose                                  | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 47  | JESUS V. SIOSON               | CPDO(detailed)  | Male   | Yes  | Much Needed   | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 48  | KRISTINE PAULA D. GOMEZ       | Ospital ng Lungsod ng San Jose                                  | Female | Yes  | Needed  | Needed                                      | Much Needed  | Not Needed                                  | Needed                  |
| 49  | MELANI F. DE GUZMAN           | City Budget   | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 50  | JENNYLYN DC. BERNARDO         | TCPUS- CENTRAL TERMINAL   | Female | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 51  | MARIETTA SUNICO TALOBAN       | Local civil registry office                                     | Female | Yes  | Needed  | Needed                                      | Needed   | Much Needed                                 | Much Needed             |
| 52  | EMETERIO E. CABILTES II       | City Agriculture Office LGU San Jose City                       | Male   | Yes  | Much Needed   | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 53  | LOURD MEDINA                  | CSWDO   | Male   | Yes  |   | Much Needed                                 |  |   |                         |
| 54  | JULIE V. SANTIAGO             | City Agriculture Office   | Female | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 55  | CAROLINA M. SOMERA            | City Library Office   | Female | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Much Needed             |
| 56  | JOHN CARLO B. VILLACORTE      | City Engineering Office   | Male   | Yes  | Needed  | Much Needed                                 | Not Needed   | Needed                                      | Needed                  |
| 57  | ANITA P. MATEO                | City Social Welfare and Development Office, San Jose City, N E. | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 58  | MA.CECILIA T. ROSARIO         | City Library  | Female | Yes  | Needed  | Not Needed                                  | Much Needed  | Needed                                      | Needed                  |
| 59  | AURA C. ORDONIO               | City Treasurer's Office   | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 60  | MAE ZUSETTE MENDOZA           | City Population Office  | Female | Yes  | Needed  | Much Needed                                 | Not Needed   | Needed                                      | Not Needed              |
| 61  | REYNALDO V BELTRAN III        | Office of the City Mayor  | Male   | Yes  |   |   |  |   |                         |
| 62  | REINEE MANUELA P.CATBAGAN     | City Engineering Office   | Female | Yes  | Much Needed   | Needed                                      | Needed   | Much Needed                                 | Needed                  |



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|-----|------------------------------|--------------------------------|--------|--|---|---|--|---|-------------------------|
| 63  | MARICRIS M. RAQUINIO         | CSWDO                          | Female | Yes  |   |   |  |   | Much Needed             |
| 64  | CARLO C. MUYARGAS            | City Slaughterhouse            | Male   | Yes  | Needed  | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 65  | ROSE MYLENE L SALAZAR        | Cswdo                          | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 66  | JOCELYN S.SAGURIT            | CSWDO                          | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 67  | DABIE D SALAMANCA            | LDRRMO                         | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 68  | CRISTIAN JOY P. TUBERA       | San Jose City Library          | Male   | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Not Needed              |
| 69  | REMEDIOS L PINEDA            | CSWDO                          | Female | Yes  |   | Much Needed                                 |  |   |                         |
| 70  | JENDANNE B. BAGAN            | City health office             | Female | Yes  |   |   |  |   |                         |
| 71  | MARWEEN TERRY P. BUYAYO      | San Jose City Library          | Female | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 72  | ARMANDO DELACRUZ             | Cswdo                          | Male   | Yes  |   |   | Much Needed  |   |                         |
| 73  | NIKKO C. SANTIAGO            | City Population Office         | Male   | Yes  | Needed  | Needed                                      | Not Needed   | Much Needed                                 |                         |
| 74  | JESUS M. MITRA               | Assessor Office                | Male   | Yes  |   |   |  |   |                         |
| 75  | JOSE T. GAVINO JR            | City Agriculture Office        | Male   | Yes  |   | Much Needed                                 |  |   |                         |
| 76  | MARIBEL S.DIZON              | City Agriculrure Office        | Female | Yes  |   |   |  |   |                         |
| 77  | LENIE BAUTISTA SALONGA       | City Health Office             | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 78  | CHRISTIAN AUGUSTO N. ALEJO   | Office of the City Architect   | Male   | Yes  | Not Needed  | Much Needed                                 | Not Needed   | Not Needed                                  | Not Needed              |
| 79  | MARITES PINGOL BAUTISTA      | CSWDO                          | Female | Yes  | Needed  |   |  | Needed                                      |                         |
| 80  | MA. THERESA DE VERA VIZCARRA | CITY POPULATION OFFICE         | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Much Needed             |
| 81  | CRISTINA P. FALLORAN         | City Health Office             | Female | No   | Needed  | Needed                                      | Needed   |   | Needed                  |
| 82  | LEA D. GROSPE                | BPLO                           | Female | Yes  | Not Needed  | Not Needed                                  | Needed   | Not Needed                                  | Not Needed              |
| 83  | GHILEEN A. ABALOS            | Ospital ng Lungsod ng San Jose | Female | Yes  | Needed  | Needed                                      | Needed   | Much Needed                                 | Needed                  |
| 84  | MARIA GRACIELA P. MAGBITANG  | City Health Office             | Female | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Needed                                      | Not Needed              |
| 85  | MARIE FAUSTINE PAT Q. RIVERA | City Population Office         | Female | Yes  | Much Needed   | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 86  | MARIFE L. CARRASCO           | City Health Office             | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 87  | SHEILA V.VIGUILLA            | Popcom                         | Female | Yes  | Needed  | Not Needed                                  | Much Needed  | Not Needed                                  | Needed                  |

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|-----|------------------------|--|--------|--|---|---|--|---|-------------------------|
| 88  | ARNOLD T. GROSPE       | City Agriculture Office                | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 89  | SHERIDAN L. ASUNCION   | LDRMO                                  | Female | Yes  | Not Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 90  | GESSELA M. TOLENTINO   | BPLO                                   | Female | Yes  | Not Needed  | Needed                                      | Not Needed   | Not Needed                                  | Not Needed              |
| 91  | MIGUEL G. LINDAIN, JR. | City Franchising and Regulatory Office | Male   | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Needed                                      | Not Needed              |
| 92  | HERMINIA M. BALTAZAR   | Ospital ng Lungsod ng San Jose         | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 93  | OLIVIA J. LEE          | City Assessors Office                  | Female | Yes  | Not Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 94  | MERLITA C.RAVELA       | City health office                     | Female | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 95  | MARILYN J. VICENTE     | CITY ENGINEERING OFFICE                | Female | Yes  | Not Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 96  | KATHERINE G. BELEY     | BPLO                                   | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 97  | LEA ROSE C. ARIEM      | City Assessor Office                   | Female | Yes  | Not Needed  | Not Needed                                  | Much Needed  | Much Needed                                 | Much Needed             |
| 98  | DOMINADOR B. RODRIGUEZ | City Assessor's Office                 | Male   | Yes  | Not Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 99  | MARK GIZAN M. DYSICO   | City Engineering Office                | Male   | Yes  | Needed  | Needed                                      |  | Needed                                      |                         |
| 100 | JOLINA JANE TAYAO      | City Health Office                     | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 101 | CATHERINE L. SERANTE   | CTO                                    | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 102 | HANNA KATRINA Y. TAGLE | Office of the City Assessor            | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 103 | XELA MIKAELA BUCAO     | Franchising and regulatory office      | LGBTQ+ | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 104 | VICTORIA G.GARCIA      | City Health Office San Jose City       | Female | Yes  |   | Needed                                      |  |   | Needed                  |
| 105 | BERNADETTE R. HINAYO   | City Health Office                     | Female | Yes  |   |   |  |   |                         |
| 106 | JOEL M. MARTIN         | BPLO                                   | Male   | Yes  | Not Needed  | Needed                                      | Much Needed  | Not Needed                                  | Much Needed             |
| 107 | LILIBETH VENTURINA     | Hospital ng lungsod ng San Jose        | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 108 | MARY JANE B. PERIAMESA | Accounting office                      | Female | Yes  |   |   | Needed   | Needed                                      | Needed                  |



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|-----|--|--|----------------|--|---|---|--|---|-------------------------|
| 109 | KAREN R. VILLASEÑOR                          | LCR  | Female         | Yes  |   | Much Needed                                 | Needed   | Needed                                      |                         |
| 110 | XINIA REYES BERNARDO                         | Nso - olsj                                 | Female         | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 111 | HELEN H. ERCILLA                             | San Jose City Library & Information Center | Female         | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 112 | SANDRA ACPAL                                 | Accounting                                 | Female         | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Much Needed             |
| 113 | ROSALIA A. CANOZA                            | BPLO                                       | Female         | Yes  | Much Needed   | Not Needed                                  | Needed   | Not Needed                                  | Needed                  |
| 114 | DALIA A. ABAD                                | City health office San Jose city           | Female         | Yes  |   |   |  |   |                         |
| 115 | ZENAIDA G. MATEO                             | City Health Office                         | Female         | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Much Needed             |
| 116 | MARIA NORMA PATRICIA DIANE KAY C. GUNTALILIB | NSO - OLSJ                                 | Female         | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 117 | BASILIO M. RIVERA JR                         | Management Nformation System Office        | Male           | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 118 | EDITH YORADEL Y. LABRADO                     | City Franchising Regulatory Office         | Female, LGBTQ+ | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 119 | ROGER D. DEE                                 | BPLO                                       | Male           | Yes  | Needed  | Not Needed                                  | Much Needed  | Needed                                      | Needed                  |
| 120 | EDNALYN V. SALONGA                           | City Health Office                         | Female         | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 121 | JOYCE V.SANTOS                               | City Health Office                         | Female         | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 122 | CHERYL RIALEAH M. SIEGA                      | City Treasurer's Office                    | Female         | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 123 | ARCELI B. GALAPO                             | City Agriculture Office                    | Female         | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 124 | PERLITA B.MARZAN                             | City Health Office                         | Female         | Yes  |   |   |  |   |                         |
| 125 | RODOLFO E. TORALBA, JR.                      | BPLO                                       | Male           | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 126 | ALLAN SAJOR                                  | Popcom                                     | Male           | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |



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|-----|---------------------------------|--------------------------------|--------|--|---|---|--|---|-------------------------|
| 127 | ARCELI B. GALAPO                | City Agriculture Office        | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 128 | KASHMIR M. MADRIAGA             | City Agriculture Office        | Female | Yes  | Needed  |   | Needed   | Needed                                      | Needed                  |
| 129 | CHERIDAN MORALES                | City Assessors Office          | Female | Yes  |   |   |  |   |                         |
| 130 | MICHELE M SALMO                 | LCRO                           | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 131 | CHRISTIAN T. CORNEJO            | City health office R.H.U.1     | Male   | Yes  | Not Needed  | Not Needed                                  | Needed   | Needed                                      | Not Needed              |
| 132 | LAARNI O. SANTU                 | Ospital ng Lungsod ng San Jose | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 133 | MARK JEROME T. RIGOS            | Ospital ng Lungsod ng San Jose | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |
| 134 | JOAN E. FERNANDO                | City Budget Office             | Female | Yes  | Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 135 | CHRISTOPHER R. PABALAN          | BPLO                           | Male   | Yes  | Not Needed  | Not Needed                                  | Needed   | Needed                                      | Not Needed              |
| 136 | MAGNOLIA A. DIAMZON             | City Agriculture Office        | Female | Yes  | Much Needed   | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 137 | GENESIS ALEGRADO                | City Treasures Office          | Male   | Yes  | Much Needed   | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 138 | JANISON CAESAR S. AGBAYANI      | City Agriculture Office        | Male   | Yes  |   | Needed                                      |  |   |                         |
| 139 | RYAN NEIL BELEY                 | OLSJ                           | LGBTQ+ | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Not Needed              |
| 140 | JIMUEL C. GUILLERMO             | City Health Office             | Male   | Yes  | Needed  | Needed                                      | Needed   | Much Needed                                 | Needed                  |
| 141 | EDUARDO B. VELICARIA            | CITY AGRICULTURE OFFICE        | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 142 | GERALDINE SAMANIEGO             | City Treasurer's Office        | Female | Yes  | Not Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 143 | ANA ENCARNACION V. MACADANGDANG | City Budget Office             | Female | Yes  |   |   |  |   |                         |
| 144 | MARILYN ONG-LLORANDO            | City Health Office             | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 145 | GREANNE FATIMA VALENTON         | CSWD                           | Female | Yes  |   |   |  |   | Needed                  |
| 146 | MICHAEL JOEY M. MAGNO           | City Agriculture Office        | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 147 | MADEL TENORIO                   | LDRMO                          | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 148 | JENNILYN A. ANACIOCO            | OLSJ                           | Female | Yes  | Needed  | Much Needed                                 | Not Needed   | Much Needed                                 | Not Needed              |
| 149 | MARY JOY P. MANUEL              | CTO                            | Female | Yes  | Much Needed   | Much Needed                                 | Not Needed   | Needed                                      | Needed                  |



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|-----|--------------------------|--|--------|--|---|---|--|---|-------------------------|
| 150 | DINDO D. TALPLACIDO      | TCPUS Office                               | Male   | Yes  |   |   |  | Much Needed                                 |                         |
| 151 | JULIUS M. DIOSES         | City Social Welfare and Development Office | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 152 | ANALIZA V PANIGBATAN     | City Health Office                         | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 153 | LUZVIMINDA D.WALSIYEN    | City health office                         | Female | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 154 | DULCE AMOR N. LORENZO    | BPLO                                       | Female | Yes  | Needed  | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 155 | LOURGEN LAWAAN           | Cityhealth Office                          | Female | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Much Needed             |
| 156 | MARY GRACE SECUYA        | Sangguniang Panlungsod                     | Female | Yes  | Much Needed   | Needed                                      | Not Needed   | Much Needed                                 | Not Needed              |
| 157 | JEFFERSON VILLUAN        | BPLO                                       | Male   | Yes  | Not Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 158 | MARY ANN ROSE S. GRIPAL  | DILG                                       | LGBTQ+ | Yes  | Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 159 | CONCORDIA S. RAMOS       | City Assessor Office                       | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 160 | RICHARD SORZA            | City Assessor Office                       | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 161 | RUMAR M. OREÑA           | Sangguniang Panlungsod                     | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 162 | ANGELITO C. DEL ROSARIO  | Community Affairs Office                   | Male   | Yes  | Needed  | Much Needed                                 | Not Needed   | Needed                                      | Not Needed              |
| 163 | MARA C. PADRID           | Sangguniang Panlungsod                     | Female | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Much Needed             |
| 164 | RUMAR M. OREÑA           | Sangguniang panlungsod                     | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 165 | FRANCIS JACOB T. CABRERA | City Community Affairs Office              | Male   | No   |   |   |  |   |                         |
| 166 | MA. CRISTINA BAUTISTA    | City Health Office                         | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 167 | CATHYRINE G. BALTAZAR    | Ospital ng Lungsod ng San Jose             | Female | Yes  |   | Much Needed                                 |  |   | Needed                  |
| 168 | ROLAND JEFFREY F. PUEYO  | Assessor                                   | Male   | Yes  |   | Much Needed                                 |  |   |                         |
| 169 | CHARITA L. DELAROSA      | Slaughterhouse                             | Female | Yes  | Needed  | Not Needed                                  | Needed   | Much Needed                                 | Needed                  |
| 170 | RODELIO A.GANIA          | City Slaughterhouse Office                 | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 171 | ROMULO A. GRIPAL         | Sangguniang Panlungsod                     | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |
| 172 | MICHAEL FRANCIS S. CORBE | City Agriculture Office San Jose City      | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |



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|-----|----------------------------|--------------------------------|--------|--|---|---|--|---|-------------------------|
| 173 | JAN-MICHAEL G. CATARROJA   | CHO                            | Male   | Yes  | Needed  | Much Needed                                 | Not Needed   | Needed                                      | Much Needed             |
| 174 | AMELITA C.MADRIAGA         | City Health Office             | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 175 | MARIA YSABELLA S. BACUNGAN | Sangguniang Panlungsod         | Female | Yes  | Not Needed  | Needed                                      | Needed   | Much Needed                                 | Much Needed             |
| 176 | MARIE V.TAYAO              | CCAO                           | Female | Yes  | Much Needed   | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 177 | EMELITA G. CALDERON        | City Health Office             | Female | Yes  | Not Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 178 | GLYNISE CIELO H. POBRE     | City Health Office             | Female | Yes  | Needed  | Needed                                      | Needed   | Much Needed                                 | Needed                  |
| 179 | ANNALYN A. VITALISTA       | City health office             | Female | Yes  |   |   |  |   |                         |
| 180 | NOEL B. DE VELA            | City Health Office             | Male   | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Not Needed              |
| 181 | CYNTHIA R. SAUL            | Sangguniang Panlungsod         | Female | Yes  |   |   |  |   | Much Needed             |
| 182 | RAPHAEL JAY-R F. RINGOR    | Ospital ng Lungsod ng San Jose | Male   | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 183 | ISAGANI V DIZON            | Ospital ng lungsod san jose    | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 184 | NENITA T. VELASCO          | Sangguniang Panlungsod         | Female | Yes  |   |   |  |   |                         |
| 185 | ALVIN M. ABELLO            | City Treasurers Office         | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Needed                                      | Much Needed             |
| 186 | MARY ANGELINE DOMINGO      | Ospital ng Lungsod ng San Jose | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 187 | BEAULAH S. AQUINO          | City Assessors Office          | Female | Yes  | Needed  | Much Needed                                 | Needed   | Not Needed                                  | Needed                  |
| 188 | EDGARDO GARCIA VILLAMANTE  | CITY AGRICULTURE OFFICE        | Male   | Yes  | Not Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 189 | DENCEL MAPOY               | OLSJ                           | LGBTQ+ | Yes  | Needed  | Not Needed                                  | Needed   | Much Needed                                 | Not Needed              |
| 190 | IAN KELVIN C. LINSANGAN    | City Treasurer's Office        | Male   | Yes  | Not Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Not Needed              |
| 191 | LORNA M. AQUINO            | City Treasurer's Office        | Female | Yes  |   |   |  |   |                         |
| 192 | FABIAN V. AQUINO (BAROK)   | City Assessor's Office         | Male   | Yes  | Not Needed  | Not Needed                                  | Needed   | Not Needed                                  | Not Needed              |



| NO. | 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 | [2. Supervisory Development Course (SDC) I] | [3. Customer Relation Management Training (Frontline Personnel)] | [4. Updates on Civil Service Law and Rules] | [5. Records Management] |
|-----|--------------------------|--|--------|--|---|---|--|---|-------------------------|
| 193 | REYNAFEL MOSESAH D. LUNO | Ospital ng Lungsod ng San Jose         | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 194 | ELISEO C. TANIO          | Olsj                                   | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 195 | NERIZA C. BUSTAMANTE     | City Agriculture Office                | Female | Yes  |   |   | Much Needed  |   |                         |
| 196 | MYRAFLOR M. CRUZ         | Ospital ng Lungsod ng San Jose         | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |
| 197 | GLENDIA R. GARCIA        | CENRO                                  | Female | Yes  |   | Much Needed                                 |  |   | Much Needed             |
| 198 | CHEZZKA KATES SORIA      | OLSJ                                   | Female | Yes  | Needed  | Needed                                      | Needed   | Much Needed                                 | Much Needed             |
| 199 | MANOLO T DE GUZMAN JR    | Ospital ng Lungsod ng san jose         | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 200 | MATEO, PAULO MIGUEL      | CITY ENVIRONMENT AND NATURAL RESOURCES | Male   | Yes  |   | Needed                                      |  |   | Needed                  |
| 201 | LIBERTY D. TOMAS         | Cenro                                  | LGBTQ+ | Yes  |   |   |  |   |                         |
| 202 | ANALYN C. POBRE          | CENRO                                  | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Much Needed             |
| 203 | JEANA DC CAMARAO         | Ospital ng Lungsod ng San Jose         | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 204 | DENNIS C. GOMEZ          | City Agriculture Office                | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 205 | EDGARDO MARTIN           | Cto                                    | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 206 | BELLA M. MANESE          | Cenro                                  | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 207 | JOSEPH C. SAGUN          | CENRO                                  | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 208 | MARIFEL B.BUCAO          | cenro                                  | Female | Yes  |   |   | Much Needed  |   |                         |
| 209 | DENNIS C. GOMEZ          | City Agriculture office                | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 210 | ARTEMIO V. INFANTE II    | CENRO                                  | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Much Needed             |
| 211 | ROGELIO T. PAJARILLO JR. | City Agriculture Office                | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |



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|-----|--------------------------|--------------------------------|--------|--|---|---|--|---|-------------------------|
| 212 | FEBEY ANN B. RIVERA      | Ospital ng Lungsod ng San Jose | Female | Yes  | Not Needed  | Needed                                      | Needed   | Needed                                      | Not Needed              |
| 213 | ARNALDO A. PUEYO         | OLSJ                           | Male   | Yes  | Needed  |   | Much Needed  | Needed                                      |                         |
| 214 | DENCY C. TENERIFE        | Ospital Ng Lungsod Ng San Jose | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 215 | GINA D. LUCERO           | CENRO                          | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Needed                  |
| 216 | MARK JAYSON W. RUZ       | Ospital ng Lungsod ng San Jose | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 217 | RYAN P. DAYPO            | Community Affairs Office       | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 218 | DEBBIE PEARL F. VIZCARRA | City Community Affairs Office  | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 219 | LEONARDO T. ASTRERO      | Community affairs office       | Male   | Yes  | Needed  |   | Needed   | Much Needed                                 |                         |
| 220 | CRISTINA E. NOCON        | Sangguniang Panlungsod         | Female | Yes  | Needed  | Much Needed                                 | Not Needed   | Needed                                      | Needed                  |
| 221 | NERWIN A. SOTELO         | CENRO                          | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 222 | CYNDI A. MESINA          | Ospital ng Lungsod ng San Jose | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 223 | GENER C. BAUTISTA        | City Treasurer's Office        | Male   | Yes  |   |   |  |   |                         |
| 224 | JOHN MICHAEL G. NABONG   | City Health Office             | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 225 | JUVIMIL F. MAMAED        | CITY HEALTH OFFICE             | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 226 | ELOISA A FULGENCIO       | City Health Office             | Female | Yes  |   |   |  | Needed                                      |                         |



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|-----|-----------------------------|---------------------------------|--------|--|---|---|--|---|-------------------------|
| 227 | CATHERINE EUGENIO ANTIPORDA | Accounting Office               | Female | Yes  | Needed  |   | Needed   |   |                         |
| 228 | JOHN S. FERNANDEZ           | Ospital ng Lungsod ng San Jose  | Male   | No   | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Not Needed              |
| 229 | FERDINAND F. GOMEZ          | Hospital Ng lungsod Ng san jose | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Needed                                      | Not Needed              |
| 230 | JOSE RAPHAEL B. DIAMSE      | City Agriculture Office         | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 231 | CARLA KATRINA A. MATEO      | Ospital ng Lungsod ng San Jose  | Female | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 232 | MAYLYN P. FAJARDO           | Ospital ng Lungsod ng San Jose  | Female | Yes  |   |   | Much Needed  |   |                         |
| 233 | MARY RUTH B.VELASCO         | Ospital ng Lungsod ng San Jose  | Female | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 234 | CONNIE S. DOMINGO           | City health office              | Female | Yes  |   | Much Needed                                 |  | Much Needed                                 | Much Needed             |
| 235 | TERESITA B. PERALTA         | City Health Office              | Female | Yes  | Needed  | Needed                                      | Much Needed  | Much Needed                                 | Needed                  |
| 236 | FONDADOR G.LLENA            | Ospital ng Lungsod ng San Jose  | Male   | Yes  | Much Needed   | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 237 | MARITES M.DOMINGO           | CITY HEALTH OFFICE              | Female | Yes  |   |   |  |   | Needed                  |
| 238 | CAMILO T. AGUSTIN JR.       | CENRO                           | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 239 | CAMILO T. AGUSTIN JR.       | CENRO                           | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 240 | QUIA DEE TRAZO              | Ospital ng Lungsod ng San Jose  | Female | Yes  | Not Needed  | Needed                                      | Not Needed   | Not Needed                                  | Not Needed              |
| 241 | EVELYN F.UMANOS             | CSWDO                           | Female | Yes  |   |   |  |   |                         |
| 242 | MA. TERESA A. DELA CRUZ     | City Community Affairs Office   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |
| 243 | MARK ROLAND C. JAVIER       | City engineering office         | Male   | Yes  | Needed  | Needed                                      | Much Needed  | Much Needed                                 |                         |
| 244 | IMELDA T. JIMENEZ           | CSWDO                           | Female | Yes  | Much Needed   | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 245 | ABIGAIL M. CAPINPIN         | CENRO                           | Female | Yes  | Much Needed   | Much Needed                                 |  | Much Needed                                 |                         |
| 246 | OSMANDO DC. FRANCISCO       | City Treasurer's Office         | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 247 | JANE SAN PEDRO MACUGAY      | cenro                           | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 248 | PRINCES JEZALEN R. MAÑOSCA  | City Assessor's Office          | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Much Needed             |



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|-----|--------------------------|---|--------|--|---|---|--|---|-------------------------|
| 249 | GERARDO S. ABELLANOZA    | City Engineering Office                     | Male   | Yes  |   |   |  |   |                         |
| 250 | EDUARDO C. ORCISO JR.    | City Engineering Office/Maintenance Section | Male   | Yes  | Needed  | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 251 | MIRBELLE M MANESE        | CENRO                                       | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 252 | CHESKA CAMILLE ESPERANZA | City Architect's Office                     | Female | Yes  | Needed  | Needed                                      | Needed   | Much Needed                                 | Needed                  |
| 253 | ROSALYN RAMIREZ          | CSWDO                                       | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 254 | MICHAEL V. MATEO         | City Assessor Office                        | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 255 | ALLAN S. MARVILLA        | Assessors office                            | Male   | Yes  |   |   |  |   |                         |
| 256 | ROMEO R. DOMINGO         | City Health Office                          | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 257 | ALLAN S. MARVILLA        | Assessors office                            | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 258 | KIM JUSTINE V. DELA CRUZ | City Agriculture Office                     | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 259 | MICHELLE FLORESCA        | City Agriculture Office                     | Female | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 260 | PATRICK L. FERNANDO      | City Agriculture Office                     | Male   | Yes  | Needed  | Needed                                      | Needed   | Not Needed                                  | Not Needed              |
| 261 | RUTH F. PASTOR           | City Assessor's Office                      | Female | Yes  |   |   |  |   |                         |
| 262 | IMELDA TAN-CORNEL MD     | OLSJ  | Female | Yes  |   |   |  |   |                         |
| 263 | LOUIS F. TOMAS           | City Agriculture Office                     | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Not Needed              |
| 264 | CHRISTIAN H. POBRE       | City Health Office                          | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |



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|-----|--------------------------|---|--------------|--|---|---|--|---|-------------------------|
| 265 | NANCY R. MIRANO          | City Engineering Office                 | Female       | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 266 | JOSELITO LAURETA         | City Assessor's office                  | Male         | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 267 | LEONARDO B. ESGUERRA     | city architect office                   | Male         | Yes  | Much Needed   |   |  |   |                         |
| 268 | CARLITO R. VELUZ         | City Agriculture Office                 | Male         | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 269 | GINA POBRE               | PIO                                     | Female       | Yes  |   |   |  |   | Needed                  |
| 270 | RICK A. LAGAWAD          | Public Information Office               | Male         | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 271 | SARAH JANE R. FELIMON    | Ospital ng Lungsod ng San Jose          | Female       | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 272 | MELINDA M.LAGAT          | City Agriculture Office                 | Female       | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 273 | MELVIN LAPITAN           | accounting                              | Male         | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 274 | MICHELE M SALMO          | Lcro                                    | Female       | Yes  | Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 275 | HENRY V. CABREROS        | Public Market                           | Male         | Yes  |   |   |  | Much Needed                                 |                         |
| 276 | JERRY TALPLACIDO         | Housing And Homesite Regulations Office | Male         | Yes  | Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Needed                  |
| 277 | RUSSEL ILUMIN            | Office of the City Vice Mayor           | Female       | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 278 | MICHAEL JOSHUA P. AGONoy | City of Accounting Office               | Male         | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 279 | MARIDEN GLYZA C. SAHAGUN | ACCOUNTING OFFICE                       | Female       | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Needed                  |
| 280 | MELVIN LAPITAN           | accounting office                       | Male         | Yes  | Much Needed   | Needed                                      | Needed   | Needed                                      | Needed                  |
| 281 | ARVIN REX B. ESPIRITU    | vice mayor's office                     | Male, LGBTQ+ | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 282 | DANNA MAY T. LADRINGAN   | Accounting office                       | Female       | Yes  | Needed  |   | Needed   | Much Needed                                 | Needed                  |
| 283 | GERALDINE G. MAGTIBAY    | Business Permit and License Office      | Female       | Yes  |   |   | Needed   | Needed                                      |                         |
| 284 | GIGIE I. ABAD            | City Population Office                  | Female       | Yes  |   |   |  |   |                         |
| 285 | MARIA TERESA S CABATIN   | CITY ACCOUNTING OFFICE                  | Female       | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |



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|-----|--------------------------|-------------------------------|--------|--|---|---|--|---|-------------------------|
| 286 | MARIDEN GLYZA C. SAHAGUN | ACCOUNTING OFFICE             | Female | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Needed                  |
| 287 | LANITA L. BALOLOY        | Office of the City Accountant | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Much Needed             |
| 288 | CHERRIE ROSE C. BAUTISTA | CITY ASSESSORS OFFICE         | Female | Yes  | Needed  | Not Needed                                  | Much Needed  | Needed                                      | Much Needed             |
| 289 | JUNALYN FLORES           | Accounting office             | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 290 | VICTOR A. ENRIQUEZ       | Accounting                    | Male   | Yes  |   |   |  |   |                         |
| 291 | BAYANI D.TOMAS           | City Veterinary Office        | Male   | Yes  | Much Needed   |   |  | Much Needed                                 |                         |
| 292 | GINA G TUQUERO           | City Veterinary Office        | Female | Yes  | Not Needed  | Not Needed                                  | Needed   | Much Needed                                 | Needed                  |
| 293 | MARISSA S. CHUA          | Nutrition office              | Female | Yes  |   |   |  | Needed                                      |                         |
| 294 | CORAZON S ANDRES         | City Veterinary Office        | Female | Yes  | Not Needed  |   | Not Needed   | Not Needed                                  | Not Needed              |
| 295 | GLORIA G. HERMOSO        | Accounting Office (detailed)  | Female | Yes  |   |   |  |   |                         |
| 296 | MERCEDITA A. VERGARA     | City Slaughterhouse           | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 297 | GRACE A. ORTIZ           | City Administrator's Office   | Female | Yes  | Not Needed  | Not Needed                                  | Needed   | Needed                                      | Much Needed             |
| 298 | JOYCE                    | PIO                           | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 299 | JO ARVIN R. DOMINGO      | City Community Affairs Office | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 300 | MICHAEL DR. COLLADO      | Public Information Office     | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |



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|-----|-----------------------------|----------------------------------|--------|--|---|---|--|---|-------------------------|
| 301 | JOHN BERTRAND C. GATCHALIAN | City Accountant's Office         | Male   | Yes  | Much Needed   | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 302 | MARIA DOLORES ELEVAZO       | Office of the City Accountant    | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 303 | JING-JING C.SOHDA           | Accounting                       | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 304 | JODAN C. BONIFACIO          | Office of the City Administrator | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Needed                  |
| 305 | ETHEL VENTURA               | assessor's office                | Female | Yes  |   |   | Much Needed  |   | Much Needed             |
| 306 | TIRSO VALENTON              | Accounting office                | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 307 | CHRISTIAN P FRAGATA         | City Accountant Office           | Male   | Yes  |   |   | Much Needed  | Much Needed                                 |                         |
| 308 | SHERRYMINE C. LAZAGA        | General Services Office          | Female | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 309 | JUNE R SAMBRANO             | Public Information Office        | Male   | Yes  |   |   |  | Much Needed                                 | Much Needed             |
| 310 | JINGKY LYN M.DIAMONON       | PESO                             | Female | Yes  | Not Needed  | Needed                                      | Needed   | Not Needed                                  | Needed                  |
| 311 | NONATO GARCIA               | Accounting                       | Male   | Yes  |   |   |  |   |                         |
| 312 | ELEAZAR S.J. MALACA         | General Services Office          | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 313 | REYINE PARRENO              | GSO                              | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Much Needed             |
| 314 | EDJERF S. MALACA            | General Services Office          | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 315 | CRISANTO T. MAGALONG        | General Services Office          | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 316 | HARRY E. VICTORIA           | General Services Office          | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Needed                                      | Needed                  |
| 317 | KRIZIA GAY G. BERAME        | General Services Office          | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 318 | CHRISTIAN BARRIENTOS        | Gso                              | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 319 | ELEAZAR S.J. MALACA         | General Services Office          | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 320 | JAICO D. OLAN               | GSO                              | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 321 | LEA ESPERANZA REYES         | General Services Office          | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Needed                  |
| 322 | GREGORIO POBRE JR.          | GSO                              | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |



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|-----|--------------------------|---------------------------------------|--------|--|---|---|--|---|-------------------------|
| 323 | ABIGAIL A. RAMOS         | General Services Office               | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 324 | LYN SANDOVAL             | General services office               | Female | Yes  | Much Needed   | Needed                                      | Needed   | Much Needed                                 | Much Needed             |
| 325 | ABIGAIL A. RAMOS         | General Services Office               | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 326 | ALPHA MAE D. TAYAO       | General Services Office               | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 327 | ANABELLE R. SERAME       | Gso                                   | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 328 | LYN SANDOVAL             | General services office               | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 329 | NERIZA M. GUTIERREZ      | General Services Office               | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 330 | ABIGAIL A. RAMOS         | General Services Office               | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 331 | CHRISTOPHER B. RAMOS     | general services office               | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 332 | PATHEDBERT DILEMA        | GSO                                   | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 333 | REINA MARIE B. BALDOZ    | General Services Office               | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 334 | ESTRELLA D. CARITATIVO   | City Agriculture Office               | Female | Yes  | Not Needed  | Not Needed                                  | Needed   | Not Needed                                  | Needed                  |
| 335 | GEM JOSEPH SANTOS        | GSO                                   | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 336 | MARK GIL V. DIAMONON     | Housing & Homesite Regulations Office | Male   | Yes  |   |   |  |   |                         |
| 337 | MARK JULIUS V. PAULINO   | Public order and safety office        | Male   | Yes  | Needed  | Not Needed                                  | Needed   | Not Needed                                  | Needed                  |
| 338 | DENNIS B. ALFONSO        | City Population Office                | Male   | Yes  | Much Needed   | Needed                                      | Much Needed  | Needed                                      | Much Needed             |
| 339 | BERNADETTE D. ENGARAN    | HHRO                                  | Female | Yes  |   | Needed                                      | Much Needed  |   | Much Needed             |
| 340 | VERONICA A. PAROCHA      | City Cooperative Development Office   | Female | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |
| 341 | ROCHELLE GAY A. ECO      | Public Market Office                  | Female | Yes  | Needed  | Needed                                      | Much Needed  | Needed                                      | Much Needed             |
| 342 | VILMA S. AGANON          | City Budget Office                    | Female | Yes  | Much Needed   | Much Needed                                 | Needed   | Much Needed                                 | Much Needed             |
| 343 | MERCHOLYN M. LUBIANO     | City Coopeeative Development Office   | Female | Yes  |   | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |
| 344 | NIÑO EMANUEL O. LLORANDO | City Cooperative Office               | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 345 | LESLIE MAY FELIMON       | Sangguniang Panlungsod                | Female | Yes  |   |   |  |   |                         |
| 346 | SWEETZEL DC. RIVERA      | City Legal Office                     | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 347 | SESINANDO E. TABIOS, JR. | City Assessor's Office                | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 348 | JIHAN MARIE B. NEUDA     | Sangguniang Panlungsod                | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |



| NO. | 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 | [2. Supervisory Development Course (SDC) I] | [3. Customer Relation Management Training (Frontline Personnel)] | [4. Updates on Civil Service Law and Rules] | [5. Records Management] |
|-----|------------------------------|-------------------------------------|--------|--|---|---|--|---|-------------------------|
| 349 | MICHAEL N. PADRID            | Sangguniang Panlungsod              | Male   | Yes  | Not Needed  | Not Needed                                  | Needed   | Needed                                      | Not Needed              |
| 350 | JULIETA B.AMPLER             | public market office                | Female | Yes  |   |   |  |   |                         |
| 351 | NEIL ADRIAN F. MIRANDA       | City Legal Office                   | Male   | Yes  | Not Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 352 | JENNIFER ASONER              | City LEGALOFFICE                    | Female | Yes  | Much Needed   | Not Needed                                  | Much Needed  | Much Needed                                 | Much Needed             |
| 353 | JACKIE LOU L. CABANAYAN      | City Legal Office                   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 354 | MARJOREEN A. BARROGA         | Sangguniang Panlungsod              | Female | Yes  | Needed  | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 355 | JANICE E. MARTINEZ           | City Budget office                  | Female | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Not Needed              |
| 356 | JOSEPHINE VIZCARRA CELESTINO | City nutrition office               | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 357 | GONZALO B. DELA PEÑA JR.     | City Budget Office                  | Male   | Yes  | Not Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 358 | CHRISTIAN R. BALTAZAR        | CITY BUDGET OFFICE                  | Male   | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 359 | MARIA ANTONIETA C. WATSON    | City Cooperative Development Office | Female | Yes  | Much Needed   | Needed                                      | Needed   | Needed                                      | Needed                  |
| 360 | KATHERINE S. SIMEON          | Sangguniang Panlungsod              | Female | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Much Needed             |
| 361 | TERESITA E. LAZA             | Sangguniang Panlungsod              | Female | Yes  |   |   |  |   | Needed                  |
| 362 | HANNAH R. DOMINGO            | City Cooperative Development Office | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 363 | FIDEL D. ASTRERO             | City coop . Development office      | Male   | Yes  | Needed  |   | Needed   | Needed                                      |                         |
| 364 | NESTOR T. RIGOR              | City Veterinary Office              | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 365 | ALVIN VELASCO                | Ldrrmo                              | Male   | Yes  | Much Needed   | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 366 | RIZALINO B. JUAN             | Public Market Office                | Male   | Yes  | Needed  | Needed                                      |  | Needed                                      |                         |
| 367 | VICTORIO GONZALES            | Sangguniang Panlungsod              | Male   | Yes  | Much Needed   | Much Needed                                 |  | Much Needed                                 | Much Needed             |



| NO. | 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 | [2. Supervisory Development Course (SDC) I] | [3. Customer Relation Management Training (Frontline Personnel)] | [4. Updates on Civil Service Law and Rules] | [5. Records Management] |
|-----|--------------------------|---|--------|--|---|---|--|---|-------------------------|
| 368 | LORIBELLE C. GARCIA      | Public Market                           | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 369 | EMMANUEL S. REYES        | City Cooperative Development Office     | Male   | Yes  |   | Much Needed                                 |  |   |                         |
| 370 | RACHEL HORTIZUELA        | Sangguniang Panlungsod                  | Female | Yes  |   |   |  | Much Needed                                 |                         |
| 371 | TEODOSIA G. VALDESOTTO   | Sangguniang Panlungsod                  | Female | Yes  |   |   |  |   |                         |
| 372 | RONA MAE G. TOLENTINO    | City Agriculture Office                 | Female | Yes  | Not Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Not Needed              |
| 373 | RUSTAN E PASCUAL         | Nutrition Office                        | Male   | Yes  | Not Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 374 | DARYL JAY G. CABILTES    | General Services Office                 | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Much Needed                                 | Much Needed             |
| 375 | NILDA Q. ELMAN           | Treasurers Office                       | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 376 | CARLITO O. PERALTA, JR.  | Sports Development Office               | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 377 | ROZZALYN A. RUBIO        | Public Information Office               | Female | Yes  | Not Needed  | Needed                                      | Not Needed   | Needed                                      | Much Needed             |
| 378 | LEA JOY D. DARAPIEZA     | City Treasurer's Office                 | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 379 | RODERICK A RAMOS         | Slaughterhouse                          | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 380 | FERNANDO T ABAD          | City Veterinary Office                  | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Needed                                      | Not Needed              |
| 381 | NICOLAS SONNY B. SANTOS  | Agricultural and Biosystems Engineering | Male   | Yes  | Not Needed  | Needed                                      | Needed   | Not Needed                                  | Needed                  |
| 382 | CYRUS CHRIS S. VERDADERO | City Architect Office                   | Male   | Yes  |   |   |  |   |                         |
| 383 | FRANCISCO M. DANTES      | City Agriculture Office                 | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Needed                                      | Needed                  |
| 384 | RANDY RAMOS              | CTO                                     | Male   | Yes  | Needed  |   |  | Much Needed                                 |                         |
| 385 | RODERICK A RAMOS         | Slaughterhouse                          | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 386 | FREDDIE P. MANZANO       | City Veterinary Office                  | Male   | Yes  |   |   |  |   |                         |

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| NO. | 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 | [2. Supervisory Development Course (SDC) I] | [3. Customer Relation Management Training (Frontline Personnel)] | [4. Updates on Civil Service Law and Rules] | [5. Records Management] |
|-----|--------------------------|---|--------|--|---|---|--|---|-------------------------|
| 387 | ARIEL B. RUBA            | General Services Office                       | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 388 | GERALDINE M.UGALI        | CSWDO   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 389 | ARLENE M. ACEDO          | Office of the City Treasurer                  | Female | Yes  |   | Much Needed                                 |  | Needed                                      |                         |
| 390 | DAISY B. VICMUDO         | CSWDO   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 391 | LEBITA B.CASTILLO        | CSWDO   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 392 | HENRY T.CAJUCOM          | City Environment and Natural Resources Office | Male   | Yes  |   |   |  |   |                         |
| 393 | RONNIE R GARCIA          | CENRO OFFICE                                  | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 394 | DIVINA A. OLOFERNES      | CSWDO   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 395 | CONNIE MORALES MANUEL    | Sangguniang Panlungsod                        | Female | Yes  |   |   |  |   |                         |
| 396 | RENELITO T AFABLE        | City Legal Office                             | Male   | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Not Needed              |
| 397 | REYNALDO Q. TUMINEZ      | City Veterinary Office                        | Male   | Yes  | Needed  | Not Needed                                  | Not Needed   | Not Needed                                  | Not Needed              |
| 398 | ISRAEL TAYONG            | General Services Office                       | Male   | Yes  |   |   | Much Needed  |   |                         |
| 399 | RAMIL ESGUERRA           | PIO   | Male   | Yes  | Much Needed   | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 400 | ROLANDO RIVERA NICOLAS   | Public market office                          | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      |                         |
| 401 | RODERICK A. RAMOS        | Slaughterhouse                                | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 402 | MA.NORIETA P.SOLIVEN     | CSWDO   | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 403 | GEMMA B.POBRE            | CSWDO   | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 404 | JOHN ERIC D DIZON        | LDRRMO  | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 405 | DARYLL JAMES V. SANDOVAL | Public Market                                 | Male   | Yes  |   |   |  |   |                         |
| 406 | VICENTE R. SANTOS JR     | Public market office                          | Male   | Yes  | Needed  | Needed                                      | Needed   | Much Needed                                 | Needed                  |
| 407 | ROLANDO R. NICOLAS       | Public market office                          | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 408 | JOSELITO. PARAGSA        | Public Market Office                          | Male   | Yes  | Needed  |   |  | Needed                                      |                         |



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|-----|-------------------------|---|--------|--|---|---|--|---|-------------------------|
| 409 | CHRISTIAN G. NICOLAS    | Person's with Disability Affairs Office | Male   | Yes  |   |   |  |   |                         |
| 410 | VICENTE R SANTOS JR     | Public market office                    | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Not Needed              |
| 411 | ARVIN HALLEN C. LLENA   | OSPITAL NG LUNGSOD NG SAN JOSE          | Male   | Yes  | Not Needed  | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 412 | LILYBETH Y. TAGLE       | PESO                                    | Female | Yes  |   |   |  |   |                         |
| 413 | JANE SAN PEDRO MACUGAY  | cenro                                   | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Much Needed             |
| 414 | ROWENA P. GROSPE        | Public Market                           | Female | Yes  |   | Much Needed                                 |  | Much Needed                                 | Much Needed             |
| 415 | ELVIRA N. GARCIA        | City Public Market Office               | Female | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |
| 416 | WILFREDO E. PADUA       | Pdao                                    | Male   | Yes  |   | Much Needed                                 |  |   |                         |
| 417 | MARY JANE CENON         | Public Market Office                    | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Much Needed                                 | Much Needed             |
| 418 | JAMAICA ANN D. CUEVAS   | PDAO                                    | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 419 | VINCENT PAUL M DYSICO   | Public market office                    | Male   | Yes  | Much Needed   | Needed                                      | Needed   | Much Needed                                 | Much Needed             |
| 420 | GLORMARIE S. EMPANIA    | PDAO OFFICE                             | Female | Yes  | Needed  | Not Needed                                  | Needed   | Not Needed                                  | Not Needed              |
| 421 | GINA E. SUGAY           | Office of the City Treasurer            | Female | Yes  |   |   |  |   |                         |
| 422 | BERVITA BUAN            | City Health Office                      | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Much Needed             |
| 423 | MARIBEL L. MANUEL       | City Health Office                      | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 424 | JHON CONCEPCION VELASCO | CEO                                     | Male   | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 425 | EUGENIA M. DELA CRUZ    | City health                             | Female | Yes  |   |   |  |   |                         |
| 426 | HELEN H. ERCILLA        | City Library & Information Center       | Female | Yes  | Much Needed   | Needed                                      | Much Needed  | Needed                                      | Needed                  |
| 427 | MARWEEN TERRY P. BUYAYO | City Library & Information Center       | Female | Yes  | Much Needed   |   |  |   |                         |
| 428 | ALBERT M.SORO           | Architect Office                        | Male   | Yes  | Needed  | Much Needed                                 | Needed   | Much Needed                                 | Needed                  |



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|-----|---------------------|-------------------------------------|--------|--|---|---|--|---|-------------------------|
| 429 | LUCENA L.BRIONES    | PUBLIC MARKET OFFICE, SAN JOSE CITY | Female | Yes  | Needed  | Needed                                      | Needed   | Needed                                      |                         |
| 430 | MARIETTA R. PANGAN  | Public market office San Jose "City | Female | Yes  | Needed  |   |  |   |                         |
| 431 | NOEL P. PADIERNOS   | LDDRMO                              | Male   | Yes  | Needed  | Not Needed                                  | Needed   | Needed                                      | Needed                  |
| 432 | MARLON G. SOLOMON   | Public Information Office           | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 433 | MICHAEL COLLADO     | Public Information Office           | Male   | Yes  | Needed  | Needed                                      | Needed   | Needed                                      | Needed                  |
| 434 | RANDY V. SERRANO    | City Agriculture Office             | Male   | Yes  | Needed  |   |  |   |                         |
| 435 | DRENDELL P. DOMINGO | CTO                                 | Female | Yes  | Not Needed  | Not Needed                                  | Much Needed  | Not Needed                                  | Not Needed              |
| 436 | LOURD MEDINA        | CSWDO                               | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 437 | APRIL D. MAÑGASER   | City Agriculture Office             | Female | Yes  | Needed  | Not Needed                                  |  | Needed                                      | Needed                  |
| 438 | ALFRED I. FIDER     | City Agriculture Office             | Male   | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Needed                  |
| 439 | MARICON M . SORO    | City Treasurer's office             | Female | Yes  |   | Much Needed                                 |  |   | Much Needed             |
| 440 | GEMMA C. LADIA      | CHO                                 | Female | Yes  | Needed  | Much Needed                                 | Much Needed  | Needed                                      | Much Needed             |
| 441 | SHIRLEY ALLAS       | CHO                                 | Female | Yes  | Much Needed   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |
| 442 | MARLYN JOSON        | CEO                                 | Female | Yes  |   | Much Needed                                 | Much Needed  | Much Needed                                 | Needed                  |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
|  |   | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          |  | Needed                             | Needed                                 | 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                          | Needed   | Much Needed                        | Needed                                 | Needed   | 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                            | Not Needed  | Not Needed                  | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Not Needed   | Much Needed                        | Needed                                 | Needed   | Much Needed               |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much 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                            | Much Needed                                    | Much Needed               |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Not Needed                             | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Not Needed                |
| Much Needed                            | Much Needed   | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Not Needed   | Much Needed                        | Much Needed                            | Needed   | Needed                    |
| Much Needed                            | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Needed   | Needed                    |
|  | Needed  | Needed                      |                           | Needed   | Needed                             | Needed                               | Needed   | Needed                             |  | 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                 | Needed                    | Much Needed                                      | Much Needed                        |                                      |  |                                    |  | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  | Much Needed                        |                                      |  |                                    | Much Needed                            |  |                           |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          |  | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Needed                                 | Needed   | Much Needed               |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Needed   | Much Needed               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  | Much Needed                        |                                      |  |                                    | Much Needed                            |  |                           |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Not Needed                           | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Not Needed                |
| Needed                                 | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Much Needed               |
| Much Needed                            | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | 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                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Not Needed                                     | Much Needed               |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Needed                             | Needed                               | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Not Needed                |
| Much Needed                            | Much Needed   | Much Needed                 | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  |                             | Needed                    |  | Needed                             | Needed                               | Needed   | Much Needed                        | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Needed   | Not Needed                         | Not Needed                           | Not Needed   | Not Needed                         | Needed                                 | Not Needed                                     | Not Needed                |
|  |   |                             |                           |  |                                    |                                      |  | Much Needed                        |  | Much Needed                                    |                           |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Much Needed                                    | Needed                    |
|  |   | Much Needed                 |                           | Much Needed                                      |                                    | Needed                               |  |                                    |  |  |                           |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Much Needed                        | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Much Needed   | Not Needed                  | Needed                    | Needed   | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|---|---------------------------|
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Needed   | Much Needed                        | Much 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                        | Much Needed                            | Much Needed                                   | Much Needed               |
| Needed                                 | Not Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                    | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Needed  | Needed                    |
| Needed                                 | Much Needed   | Much Needed                 | Needed                    | Much Needed                                      | Much Needed                        | Needed                               | Needed   | Much Needed                        | Needed                                 | Needed  | Much Needed               |
| Needed                                 | Not Needed  | Not Needed                  | Needed                    | Needed   | Much Needed                        | Much Needed                          | Not Needed   | Needed                             | Much Needed                            | Not Needed                                    | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Needed  | Much Needed               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | Needed  | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | Much Needed                                   | Much Needed               |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Needed  | Much Needed               |
| Much Needed                            | Much Needed   |                             |                           |  | Much Needed                        | Much Needed                          | Much Needed  |                                    |  |   |                           |
| Needed                                 | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Needed  | Much Needed               |
| Needed                                 | Needed  | Much Needed                 | Not Needed                | Much Needed                                      | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                    | Much Needed               |
| Needed                                 | Not Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                    | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                    | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                    | Needed                    |
|  |   |                             |                           | Much Needed                                      |                                    |                                      |  |                                    |  |   |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Not Needed                             | Needed  | Much Needed               |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|---|---------------------------|
|  | Much Needed   |                             |                           |  | Much Needed                        |                                      |  |                                    |  |   |                           |
| Much Needed                            | 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                                      | 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                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                   | Much Needed               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Much Needed                        | Much Needed                          | Not Needed   | Much Needed                        | Not Needed                             | Not Needed                                    | Not Needed                |
|  |   |                             | Much Needed               |  |                                    |                                      |  |                                    |  |   | Much Needed               |
|  | Needed  |                             |                           | Needed   |                                    |                                      |  |                                    |  |   |                           |
| Needed                                 | Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
|  | Much Needed   | Much Needed                 | Much Needed               |  |                                    |                                      |  |                                    |  |   |                           |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Not Needed                             | Not Needed                                    | Needed                    |
|  |   | Much Needed                 |                           | Much Needed                                      |                                    |                                      |  |                                    |  |   | Much Needed               |
|  |   |                             |                           |  | Much Needed                        | Much Needed                          |  |                                    |  |   |                           |
|  |   | Needed                      |                           |  | Needed                             |                                      |  |                                    |  |   |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Much Needed               |
| Not Needed                             | Not Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Not Needed                           | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                    | Much Needed               |
|  | Needed  | Needed                      | Needed                    | Needed   | Needed                             |                                      |  | Needed                             |  | Needed  | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Much Needed                            | Much Needed                                   | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |   |                           |
| Needed                                 | Needed  | Needed                      | Not Needed                | Not Needed                                       | Needed                             | Needed                               | Needed   | Not Needed                         | Not Needed                             | Not Needed                                    | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Needed  | Needed                    |
| Not Needed                             | Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                    | Not Needed                |
| Much Needed                            | Not Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Not Needed                                    | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Much Needed                            | Not Needed                                    | Needed                    |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Needed   | Needed                             | Not Needed                           | Needed   | Much Needed                        | Needed                                 | Needed  | Needed                    |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|---|---------------------------|
| Needed                                 | Needed  | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed  | Much Needed               |
| Needed                                 | Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Not Needed                         | Needed                               | Needed   | Needed                             | Much Needed                            | Needed  |                           |
| Not Needed                             | Not Needed  | Needed                      | Not Needed                | Needed   | Not Needed                         | Not Needed                           | 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                         | Needed                                 | Not Needed                                    | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Much Needed                                   | 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               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
| Needed                                 | Needed  | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed  | Much Needed               |
| Needed                                 | Not Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Not Needed                           | Not Needed   | Needed                             | Needed                                 | Not Needed                                    | Not Needed                |
| Much Needed                            | Much Needed   | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                   | Much Needed               |
| Needed                                 | Not Needed  | Much Needed                 | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                    | Needed                    |
|  |   |                             |                           |  | Needed                             |                                      |  |                                    |  |   |                           |
| Much Needed                            | Much Needed   | Not Needed                  | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Much Needed                                   | Needed                    |
| Needed                                 | Needed  | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed  | Much Needed               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Not Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  |                                    | Needed                                 |   |                           |
|  |   | Much Needed                 | Much Needed               | Much Needed                                      |                                    |                                      |  |                                    |  |   | Much Needed               |
| Needed                                 | Not Needed  | Needed                      | Much Needed               | Not Needed                                       | Much Needed                        | Needed                               | Not Needed   | Much Needed                        | Needed                                 | Needed  | Not Needed                |
| Much Needed                            | Much Needed   | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Needed                               | Much Needed  | Needed                             | Much Needed                            | Needed  | Much Needed               |
|  |   |                             |                           |  | Needed                             |                                      |  |                                    |  | Needed  | Needed                    |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
|  |   |                             |                           | Needed   | Needed                             |                                      |  |                                    |  |  |                           |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Much Needed               | Needed   | Needed                             | Not Needed                           | Not Needed   | Needed                             | Needed                                 | Much Needed                                    | Much Needed               |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Much Needed                            | Much Needed   | Much Needed                 | Needed                    | Needed   | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Needed                                 | Needed   | Needed                    |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | 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                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Not Needed   | Much Needed                        | Much Needed                            | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Not Needed                             | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  | Needed                    |
| Needed                                 | Not Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |



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|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   | Much Needed                 | Much Needed               | Much Needed                                      |                                    |                                      |  |                                    |  |  | Much Needed               |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Not Needed   | Not Needed                         | Needed                                 | Not Needed                                     | Needed                    |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Much Needed                        | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Not Needed                |
| Needed                                 | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Much Needed                        | Much Needed                          | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Needed                    |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Much Needed                                    | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             |                                      | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   | Needed                      |                           |  |                                    | Needed                               |  |                                    |  |  | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Much Needed                        | Needed                               | Needed   | Not Needed                         | Needed                                 | Not Needed                                     | Not Needed                |
| Needed                                 | Much Needed   | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Much Needed                        | Much Needed                          | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Not Needed                |
|  |   |                             | Needed                    | Needed   |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  |                             | Needed                    | Needed   | Needed                             | Needed                               |  |                                    |  |  |                           |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Not Needed                | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |
| Needed                                 | Not Needed  | Not Needed                  | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
|  |   | 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               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Needed                               | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Much Needed   | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Needed                               | Much Needed  | Much Needed                        | Needed                                 | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Not Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Needed                               | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Much Needed               |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | 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                        | 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                                    | 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   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Much Needed                          | Not Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | Not Needed                         | Needed                               | Not Needed   |                                    | Needed                                 | Not Needed                                     | Not Needed                |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Much Needed                            | Not Needed                                     | Needed                    |
| Needed                                 |   | Needed                      | Needed                    | Needed   |                                    | Needed                               |  |                                    | Much Needed                            |  |                           |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Needed                             | Needed                               | Needed   | Needed                             | 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               |
| Needed                                 | Much Needed   | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Not 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                                    | Much Needed               |
| Needed                                 | Much Needed   | Not Needed                  | Needed                    |  | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Needed   | Much Needed                        | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Much Needed               |
| Not Needed                             | Needed  | Needed                      | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Much Needed   | Not Needed                  | Much Needed               | Much Needed                                      | Much Needed                        | Needed                               | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
|  |   |                             |                           |  | Needed                             |                                      |  |                                    |  |  |                           |
| Not Needed                             | Not Needed  | Much Needed                 | Not Needed                | Not Needed                                       | Not Needed                         | Not Needed                           | Not Needed   | Not Needed                         | Much Needed                            | Not Needed                                     | Much Needed               |
|  |   | Needed                      |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   | Much Needed                 |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Much Needed                            | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | 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                            | Needed   | Much Needed               |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Much Needed                        | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Not Needed                |
| Needed                                 | Not Needed  | Not Needed                  | Not Needed                | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Not Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Not Needed   | Needed                             | Needed                                 | Not Needed                                     | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Not Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |
|  |   | Much 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                                     | Not Needed                |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Needed                                 | Needed  | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Much Needed                            | Much Needed   | Much Needed                 | Needed                    | Much Needed                                      |                                    | Much Needed                          | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
|  | Much Needed   |                             | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          |  |                                    |  |  |                           |
| Much Needed                            | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | 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                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Not Needed                         | Needed                               | Not Needed   | Needed                             | Needed                                 | Not Needed                                     | Not Needed                |
|  |   |                             |                           |  | Needed                             |                                      |  | Needed                             |  | Needed   |                           |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  | Much Needed   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|---|---------------------------|
| Much Needed                            | Much Needed   | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | Not Needed                                    | Needed                    |
|  |   |                             |                           | Needed   |                                    | Much 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                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | 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                                 | Needed  | Much Needed               |
| Needed                                 | Much Needed   | Much Needed                 | Needed                    | Much Needed                                      | Needed                             | Needed                               | Much Needed  | Much Needed                        | Much Needed                            | Needed  | Needed                    |
| Much Needed                            |   |                             |                           | Much Needed                                      | Much Needed                        | Needed                               |  | Much Needed                        |  |   | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Not Needed                             | Not Needed                                    | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | Needed  | Much Needed               |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Much Needed                            | Needed  | Needed                    |
|  |   |                             |                           |  | Much Needed                        |                                      |  |                                    |  |   |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Not Needed                             | Needed  | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                    | Needed                    |
|  |   | Needed                      |                           | Needed   |                                    |                                      |  |                                    |  |   | Needed                    |



| [6. RA 11303<br>"Safe Space<br>Act" Seminar] | [7. Gender &<br>Development &<br>Sexual<br>Harassment<br>Seminar] | [8. Pre-<br>Retirement<br>Seminar] | [9. Leave<br>Administration] | [10. Employees<br>Welfare, Benefits<br>and Privileges] | [11. Professional<br>Growth Training] | [12. Leadership<br>Development<br>Program] | [13. Gender<br>and<br>Development<br>Seminar (RA<br>7877 &<br>RA11313)] | [14. Training<br>on Values<br>Formation] | [15. Seminar on<br>Advanced Life<br>Support] | [16. Seminar/<br>Workshop on<br>Proper<br>Housekeeping] | [17. Updates on<br>GSIS Law] |
|--|---|------------------------------------|------------------------------|--|---------------------------------------|--|---|--|--|---|------------------------------|
| Needed                                       | 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  | Not Needed                   |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Not Needed                            | Not Needed                                 | Needed  | Not Needed                               | Not Needed                                   | Not Needed  | Needed                       |
| Needed                                       | Needed  | Not Needed                         | Needed                       | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Needed                                       | Not Needed  | Needed                       |
| Needed                                       | Much Needed   | Needed                             | Needed                       | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Much Needed                                  | Needed  | Needed                       |
|  |   |                                    |                              |  | Much Needed                           |  |   |  |  |   |                              |
| Needed                                       | Needed  | Much Needed                        | Needed                       | Much Needed  | Needed                                | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Much Needed                  |
|  | Much Needed   | Much Needed                        |                              | Much Needed  | Much Needed                           | Much Needed                                |   |  |  |   | Much Needed                  |
| Needed                                       | Needed  | Much Needed                        | Needed                       | Much Needed  | Much Needed                           | Much 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                                  | Needed  | Much Needed                  |
|  |   | Needed                             |                              | Needed   |                                       |  |   |  |  |   | Needed                       |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Needed                                | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Needed                                | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Not Needed                                   | Not Needed  | Not Needed                         | Not Needed                   | Not Needed   | Much Needed                           | Much Needed                                | Not Needed  | Not Needed                               | Not Needed                                   | Not Needed  | Not Needed                   |
|  |   |                                    |                              |  |                                       |  |   |  |  |   |                              |
| Needed                                       | Needed  | Much Needed                        | Much Needed                  | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Needed                                       | Much Needed   | Much Needed                  |
| Much Needed                                  | Needed  | Needed                             |                              | Much Needed  | Much Needed                           | Much Needed                                | Much Needed   | Much Needed                              | Much Needed                                  | Needed  | Much Needed                  |
| Needed                                       | Needed  | Needed                             | Needed                       | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Much Needed                                  | Needed  | Needed                       |
|  |   |                                    |                              |  |                                       | Much Needed                                |   |  |  |   |                              |
| Needed                                       | Needed  | Much Needed                        | Needed                       | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Needed                                       | Needed  | Much Needed                  |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Needed                                | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Not Needed                                   | Not Needed  | Not Needed                         | Not Needed                   | Needed   | Much Needed                           | Needed                                     | Not Needed  | Needed                                   | Not Needed                                   | Not Needed  | Not Needed                   |



| [6. RA 11303<br>"Safe Space<br>Act" Seminar] | [7. Gender &<br>Development &<br>Sexual<br>Harassment<br>Seminar] | [8. Pre-<br>Retirement<br>Seminar] | [9. Leave<br>Administration] | [10. Employees<br>Welfare, Benefits<br>and Privileges] | [11. Professional<br>Growth Training] | [12. Leadership<br>Development<br>Program] | [13. Gender<br>and<br>Development<br>Seminar (RA<br>7877 &<br>RA11313)] | [14. Training<br>on Values<br>Formation] | [15. Seminar on<br>Advanced Life<br>Support] | [16. Seminar/<br>Workshop on<br>Proper<br>Housekeeping] | [17. Updates on<br>GSIS Law] |
|--|---|------------------------------------|------------------------------|--|---------------------------------------|--|---|--|--|---|------------------------------|
|  |   |                                    |                              |  |                                       | Needed                                     |   |  |  |   |                              |
| Much Needed                                  | Much Needed   | Needed                             | Much Needed                  | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Much Needed                              | Much Needed                                  | Needed  | Much Needed                  |
| Needed                                       | Needed  | Needed                             | Not Needed                   | Much Needed  | Needed                                | Needed                                     | Needed  | Needed                                   | Needed                                       | Not 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                  | Much Needed  | Much Needed                           | Much Needed                                | Much Needed   | Much Needed                              | Much Needed                                  | Much Needed   | Much Needed                  |
| Needed                                       | Needed  | Needed                             | Needed                       | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Much Needed                                  | Needed  | Needed                       |
|  |   |                                    |                              |  |                                       |  |   |  |  |   |                              |
| Not Needed                                   | Not Needed  | Needed                             | Not Needed                   | Needed   | Not Needed                            | Not Needed                                 | Not Needed  | Not Needed                               | Needed                                       | Not Needed  | Needed                       |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Needed                                | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Needed                                       | Needed  | Not Needed                         | Needed                       | Needed   | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Much Needed                                  | Needed  | Needed                       |
| Needed                                       | Much Needed   | Needed                             | Needed                       | Much Needed  | Much Needed                           | Much Needed                                | Needed  | Needed                                   | Much Needed                                  | Not Needed  | Much Needed                  |
| Not Needed                                   | Not Needed  | Not Needed                         | Needed                       | Needed   | Needed                                | Needed                                     | Not Needed  | Needed                                   | Not Needed                                   | Not Needed  | Not Needed                   |
|  |   |                                    |                              |  |                                       |  |   |  |  |   |                              |
|  |   |                                    |                              |  | Much Needed                           |  |   |  |  |   | Much Needed                  |
| Not Needed                                   | Not Needed  | Not Needed                         | Not Needed                   | Not Needed   | Not Needed                            | Needed                                     | Not Needed  | Not Needed                               | Not Needed                                   | Not Needed  | Not Needed                   |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Needed                                | Much Needed                                | Needed  | Needed                                   | Much Needed                                  | Needed  | Needed                       |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Much Needed                            | Much Needed   | 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               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |
|  |   |                             |                           |  | Much Needed                        |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Much Needed               |
|  |   |                             |                           |  | Needed                             | Needed                               |  |                                    |  |  |                           |
| Needed                                 | Needed  | Needed                      | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Much Needed                        | Needed                                 | 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                            | Needed  | Needed                      | Needed                    | Not Needed                                       | Not Needed                         | Not Needed                           | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | 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                        | Much Needed                            | Much Needed                                    | Much Needed               |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Not Needed                |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Needed                             | Not Needed                           | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Not Needed                |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | 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                            | Much Needed                                    | Much Needed               |
|  |   |                             |                           |  | Needed                             |                                      |  |                                    |  |  |                           |
|  |   |                             |                           |  | Needed                             |                                      |  |                                    | Needed                                 |  | Needed                    |
| Needed                                 | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Not Needed                           | Not Needed   | Needed                             | Needed                                 | Needed   | Needed                    |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Needed                             | Not Needed                           | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Not Needed                |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Much Needed                                      | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Much Needed                          | Not Needed   | Needed                             | Needed                                 | Needed   | Not Needed                |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  | Much Needed                        |  |  | Much Needed               |
|  |   |                             |                           |  | Much Needed                        |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Much Needed               |
| Needed                                 |   | Much Needed                 | Needed                    | Much Needed                                      | Needed                             | Needed                               |  |                                    |  |  | Much Needed               |
| Not Needed                             | Not Needed  | Much Needed                 | Not Needed                | Not Needed                                       | Not Needed                         | Not Needed                           | Not Needed   | Not Needed                         | Not 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                        |  | Much Needed                                    | Much Needed               |
| Not Needed                             | Not Needed  | Much Needed                 | Not Needed                | Needed   | Not Needed                         | Not Needed                           | Not Needed   | Not Needed                         | Not Needed                             | Needed   | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Needed   | Much Needed                        | Needed                               | Much Needed  | Needed                             | Much Needed                            | Needed   | Needed                    |
| Much Needed                            | Much 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                    |

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| [6. RA 11303<br>"Safe Space<br>Act" Seminar] | [7. Gender &<br>Development &<br>Sexual<br>Harassment<br>Seminar] | [8. Pre-<br>Retirement<br>Seminar] | [9. Leave<br>Administration] | [10. Employees<br>Welfare, Benefits<br>and Privileges] | [11.<br>Professional<br>Growth Training] | [12. Leadership<br>Development<br>Program] | [13. Gender<br>and<br>Development<br>Seminar (RA<br>7877 &<br>RA11313)] | [14. Training<br>on Values<br>Formation] | [15. Seminar on<br>Advanced Life<br>Support] | [16. Seminar/<br>Workshop on<br>Proper<br>Housekeeping] | [17. Updates on<br>GSIS Law] |
|--|---|------------------------------------|------------------------------|--|--|--|---|--|--|---|------------------------------|
| 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                                   | Not Needed                                 | Needed  | Needed                                   | Needed                                       | Needed  | Not Needed                   |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Needed                                   | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Needed                                       | Needed  | Needed                             | Needed                       | Much Needed  | Much Needed                              | Needed                                     | Needed  | Needed                                   | Much Needed                                  | Needed  | Needed                       |
|  |   |                                    |                              |  | Much Needed                              |  |   |  |  |   |                              |
| 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                                   | Much Needed                                | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
|  |   |                                    |                              | Needed   |  | Much Needed                                |   |  |  |   |                              |
| Needed                                       | Needed  | Not Needed                         | Not Needed                   | Not Needed   | Needed                                   | Needed                                     | Not Needed  | Needed                                   | Not Needed                                   | Not Needed  | Not Needed                   |
|  |   |                                    |                              |  |  |  |   |  |  |   |                              |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Much Needed                              | Much Needed                                | Needed  | Much Needed                              | Much Needed                                  | Much Needed   | Much Needed                  |
| Needed                                       | Needed  | Needed                             | Needed                       | Much Needed  | Much Needed                              | Much Needed                                | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Needed                                       | Needed  | Needed                             | Needed                       | Much Needed  | Needed                                   | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Much Needed                                  | Much Needed   | Much Needed                        | Needed                       | Much Needed  | Much Needed                              | Much Needed                                | Needed  | Much Needed                              | Needed                                       | Needed  | Much Needed                  |
| Needed                                       | Much Needed   | Needed                             | Needed                       | Needed   | Needed                                   | Needed                                     | Needed  | Needed                                   | Needed                                       | Needed  | Needed                       |
| Much Needed                                  | Needed  | Needed                             | Needed                       | Much Needed  | Much Needed                              | Much Needed                                | Much Needed   | Much Needed                              | Much Needed                                  | Needed  | Much Needed                  |
| Much Needed                                  | Much Needed   | Much Needed                        | Needed                       | Much Needed  | Much Needed                              | Much Needed                                | Much Needed   | Much Needed                              | Much Needed                                  | Much Needed   | Needed                       |
| Much Needed                                  | Much Needed   | Needed                             | Needed                       | Needed   | Much Needed                              | Much Needed                                | Needed  | Much Needed                              | Much Needed                                  | Needed  | Needed                       |
| Needed                                       | Needed  | Needed                             | Needed                       | Needed   | Much Needed                              | Much Needed                                | Needed  | Needed                                   | Much Needed                                  | Needed  | Needed                       |
| Needed                                       | Much Needed   | Needed                             | Needed                       | Needed   | Much Needed                              | Much Needed                                | Needed  | Much Needed                              | Much Needed                                  | 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                  |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | 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                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | 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               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Much Needed                            | Not Needed  | Needed                      | Not Needed                | Much Needed                                      | Much Needed                        | Needed                               | Needed   | Needed                             | 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               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Much Needed                 | Not Needed                | Needed   | Not Needed                         | Not Needed                           | Not Needed   | Not Needed                         | Not 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                            | Much Needed                                    | Much Needed               |
|  |   |                             |                           |  | Much Needed                        |                                      |  |                                    |  |  |                           |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Needed                             | Needed                               | Not Needed   | Needed                             | Not Needed                             | Needed   | Not Needed                |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  | Needed                             | Needed                               | Much Needed  |                                    |  | Much Needed                                    |                           |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Much Needed                                      | Needed                             | Needed                               | Needed   | Needed                             | Much Needed                            | Not Needed                                     | Needed                    |
| Much Needed                            | Needed  | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Needed                    |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Much Needed                            | Much Needed                                    | Needed                    |
| Needed                                 |   | Much Needed                 | Needed                    | Much Needed                                      |                                    |                                      |  |                                    |  |  | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | 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                            | Much Needed   | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Needed                                 | Much Needed                                    | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Needed   | Much Needed               |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Much Needed                            | Much Needed   | Not Needed                  | Needed                    | Needed   | Not Needed                         | Needed                               | Not Needed   | Much Needed                        | Needed                                 | Needed   | Not Needed                |
|  |   |                             |                           | Needed   |                                    |                                      |  |                                    |  |  | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  |                           | Needed   | Needed                             | Needed                               | Not Needed   | Needed                             | Not Needed                             | Not Needed                                     | 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   | Not Needed                  | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | 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               |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Not Needed                                       | Needed                             | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  | Much Needed   | Needed                      | Needed                    |  | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Much Needed                                      | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Needed   | Much Needed               |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Much Needed                            | Needed   | Needed                    |
| Much Needed                            | Needed  | Needed                      | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Needed   | Much Needed               |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  |                             |                           | Needed   | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Needed                                 |  | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Much Needed                                      | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 |  | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Needed                               | Needed   | Needed                             | Not Needed                             | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
|  |   | Needed                      |                           | Needed   |                                    | Needed                               |  |                                    |  |  | Needed                    |
| Much Needed                            | Much Needed   | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        |  |  | Much Needed               |

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| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
| Needed                                 | Needed  | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed   | Much Needed               |
|  |   | Much Needed                 |                           | Much Needed                                      | Much Needed                        | Much Needed                          |  |                                    |  |  | Much Needed               |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Much Needed               |
| Not Needed                             | Not Needed  | Needed                      | Not Needed                | Needed   | Needed                             | Needed                               | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Needed                    |
| Needed                                 | Needed  | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Needed                                 | Needed   | Needed                    |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | 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   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Needed                    | Needed   | Much Needed                        | Much Needed                          | Not Needed   | Not Needed                         | Needed                                 | Not Needed                                     | Much Needed               |
| Needed                                 | Needed  | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Needed   | Needed                             | Needed                               | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                     | Needed                    |
| Not Needed                             | Not Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Not Needed                                     | Needed                    |
|  | Much Needed   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Much Needed                        | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Much Needed                 |                           | Much Needed                                      |                                    |                                      | Much Needed  | Needed                             |  |  | Much Needed               |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Much Needed                                      | Needed                             | Needed                               | Much Needed  | Much Needed                        | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |  |                           |

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| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/ Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|--|---------------------------|
|  |   |                             |                           |  |                                    | Much Needed                          |  |                                    |  |  | Much Needed               |
| Needed                                 | Not Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Not Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
| Needed                                 | Needed  | Not Needed                  | Needed                    | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Needed                             | Not Needed                             | Not Needed                                     | Needed                    |
|  |   |                             |                           |  |                                    | Needed                               |  |                                    |  |  |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  | Much Needed                        | Much Needed                          |  |                                    |  |  |                           |
| Much Needed                            | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Much Needed                          | Needed   | Much Needed                        | Needed                                 | Needed   | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  |                                    | Much Needed                            |  |                           |
| Not Needed                             | Much Needed   | Needed                      | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Much Needed  | Much Needed                        | Much Needed                            | Much Needed                                    | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Much Needed   | Much 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                                    | Needed                    |
|  |   | Needed                      |                           | 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               |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Much Needed                            | Needed   | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Much Needed                                    | Much Needed               |
|  |   |                             |                           | Needed   |                                    |                                      |  |                                    |  |  | Needed                    |
| Needed                                 | Needed  | Much Needed                 | Needed                    |  | Much Needed                        | Needed                               | Needed   |                                    |  |  | Needed                    |
|  |   | Needed                      |                           |  | Much Needed                        |                                      |  | Much Needed                        |  |  |                           |
| Needed                                 | Not Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Needed                               | Not Needed   | Needed                             | Not Needed                             | Needed   | Needed                    |



| [6. RA 11303 "Safe Space Act" Seminar] | [7. Gender & Development & Sexual Harassment Seminar] | [8. Pre-Retirement Seminar] | [9. Leave Administration] | [10. Employees Welfare, Benefits and Privileges] | [11. Professional Growth Training] | [12. Leadership Development Program] | [13. Gender and Development Seminar (RA 7877 & RA11313)] | [14. Training on Values Formation] | [15. Seminar on Advanced Life Support] | [16. Seminar/Workshop on Proper Housekeeping] | [17. Updates on GSIS Law] |
|--|---|-----------------------------|---------------------------|--|------------------------------------|--------------------------------------|--|------------------------------------|--|---|---------------------------|
|  | Needed  | Needed                      |                           | Needed   |                                    |                                      |  |                                    |  |   |                           |
|  |   |                             |                           | Needed   |                                    |                                      |  | Needed                             |  |   |                           |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Not Needed                           | Needed   | Not Needed                         | Not Needed                             | Needed  | Needed                    |
| Needed                                 | Needed  | Needed                      | Not Needed                | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
|  |   |                             | Needed                    | Needed   |                                    | Needed                               |  |                                    |  |   | Needed                    |
| Not Needed                             | Not Needed  | Not Needed                  | Not Needed                | Not Needed                                       | Much Needed                        | Much Needed                          | Not Needed   | Not Needed                         | Not Needed                             | Not Needed                                    | Not Needed                |
| Much Needed                            | Much Needed   | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Much Needed  | Needed                             | Needed                                 | Needed  | Needed                    |
|  | Needed  | Needed                      | Needed                    | Needed   | Needed                             | Not Needed                           | Not Needed   | Needed                             | Needed                                 | Not Needed                                    | Needed                    |
| Needed                                 | Needed  | Needed                      | Needed                    | Needed   | Much Needed                        | Much Needed                          | Needed   | Needed                             | Needed                                 | Needed  | Needed                    |
|  |   |                             |                           |  |                                    |                                      |  |                                    |  |   |                           |
| Needed                                 | Much Needed   | Needed                      | Needed                    | Needed   | Needed                             | Needed                               | Needed   |                                    | Much Needed                            | Much Needed                                   | Much Needed               |
| Needed                                 | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Much Needed                                   | Much Needed               |
| Needed                                 | Needed  | Much Needed                 | Much Needed               | Much Needed                                      | Much Needed                        | Much Needed                          | Needed   | Much Needed                        | Much Needed                            | Much Needed                                   | Much Needed               |



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar ] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:                         | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|--|---|------------------------------------|--|--|
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |  |  |
|   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  |  |   |                                    |  |  |
| Needed  | Needed   | Much Needed                                    | Needed  | Much Needed                                   | Much Needed  | Needed                                     | Needed  | Needed                             |  | Budget for trainings   |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                     | Needed  | Much Needed                        | None   | None   |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Not Needed                                 | Much Needed   | Much Needed                        |  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        | About attitude on work                               | How to manage attitude   |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |  |  |
| Not Needed  | Much Needed  | Needed   | Much Needed   | Needed  | Much Needed  | Needed                                     | Much Needed   | Much Needed                        |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | Seminars with the Department of Finance              | Let the CHRMO decide for each department to distribute the seminars evenly   |
| Not Needed  | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                     | Needed  | Needed                             |  |  |
| 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                                | Much Needed   | Much Needed                        |  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |  | Creation of multiple schedules of seminars within a year                     |
|   | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | Training on treasury operation, financial management | Office renovation  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |  |  |
|   | Much 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                        |  |  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                     | Needed  | Needed                             |  |  |

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| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:               | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|---|---|------------------------------------|--|--|
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Much Needed                        |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | Technical/IT related training              |  |
|   |  |  |   |   |  |   |   |                                    |  |  |
| Not Needed  | Not Needed   | Not Needed                                     | Not Needed  | Needed  | Needed   | Not Needed                                | Not Needed  | Not Needed                         |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | BIR related topics                         | NA   |
|   |  |  | 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   | Much Needed                        |  |  |
| 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                             | none                                       | conduct bible study once a month   |
| Needed  | Not Needed   | Needed   | Not Needed  | Needed  | Not Needed   | Not Needed                                | Not Needed  | Not Needed                         |  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Much Needed                        | Leadership Training                        | Seminar, Trauning, Assesment   |
| Needed  | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Needed   | Much Needed                               | Needed  | Needed                             | Basic Emergency Obstetric and Newborn Care | None so far  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | 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                                | Not Needed  | Not Needed                         |  |  |
|   |  |  |   |   |  |   |   |                                    | None                                       | Training,seminar   |
| Much Needed   | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Needed   | Much Needed                               | Needed  | Much Needed                        |  |  |
|   |  | Much Needed                                    |   |   |  |   |   |                                    |  |  |
| Needed  | Needed   | Needed   | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | Needed  | Needed                             |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Much Needed  | Needed                                    | Not Needed  | Not Needed                         | Continuing education for professional      | Observation of 40 hrs a week working time                                    |



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar ] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:   | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|--|---|------------------------------------|--|--|
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        | Other seminar to management  | Trainings communication  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |  |  |
| Needed  | Needed   | Needed   | Needed  | Not Needed                                    | Not Needed   | Not Needed                                 | Needed  | Not Needed                         |  |  |
| Needed  | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        | Leadership training: especially on how a leader treat his/her colleagues | Stress management  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Needed  | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        | None   | Promote harmonious relationship among employees                              |
| Not Needed  | Needed   | Needed   | Much Needed   | Needed  | Needed   | Needed                                     | Much Needed   | Needed                             |  |  |
| Not Needed  | Not Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Not Needed  | Much Needed                        | Pag-ibig Services Seminar  | Monthly Staff Meeting  |
| Needed  | Needed   | Needed   | Needed  | Much Needed                                   | Much Needed  | Needed                                     | Needed  | Much Needed                        | BOOKKEEPING  | conducive working area   |
| Much Needed   | Much Needed  | Needed   | Needed  | Much Needed                                   | Needed   | Much Needed                                | Much Needed   | Needed                             |  |  |
| Needed  | Needed   | Needed   | Needed  | Much Needed                                   | Needed   | Needed                                     | Needed  | Needed                             |  |  |
|   |  | Much Needed                                    |   | Much Needed                                   | Much Needed  |  |   |                                    |  |  |
| Needed  | Much Needed  | Much Needed                                    | Needed  | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |  |  |
| Not Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Needed   | Needed                                     | Not Needed  | Not Needed                         |  |  |
| Not Needed  | Much Needed  | Needed   | Not Needed  | Not Needed                                    | Not Needed   | Not Needed                                 | Needed  | Needed                             | Computer-aided Design Applications used in Engineering                   | Flexible working setup (e.g. Work-from-home)                                 |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |  |  |
| Not Needed  | Needed   | Not Needed                                     | Much Needed   | Needed  | Needed   | Not Needed                                 | Needed  | Not Needed                         |  |  |
| Not Needed  | Needed   | Needed   | Needed  | Needed  | Much Needed  | Needed                                     | Needed  | Needed                             |  | Give importance for the effort and hardship                                  |
| Not Needed  | Not Needed   | Needed   | Not Needed  | Needed  | Needed   | Needed                                     | Not Needed  | Needed                             |  |  |
|   |  |  |   |   |  |  |   |                                    |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |  | Set milestones   |



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended: | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|---|---|------------------------------------|------------------------------|--|
|   | Much Needed  |  |   | Much Needed                                   | Needed   | Needed                                    |   |                                    | None                         | None   |
| Much Needed   | Much Needed  | Needed   | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | 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                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        |                              |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |                              |  |
| Much Needed   | Not Needed   | Not Needed                                     | Not Needed  | Much Needed                                   | Much Needed  | Much Needed                               | Not Needed  | Not Needed                         | Video editing                |  |
|   |  |  |   |   |  |   |   |                                    | None                         | None   |
|   |  |  |   |   |  |   |   |                                    | Bemonc                       |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |                              |  |
|   |  |  |   |   |  | Much Needed                               |   |                                    | None                         | None   |
| Not Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Not Needed  | Needed                             |                              |  |
|   |  |  |   |   |  |   |   |                                    |                              |  |
|   |  |  |   |   |  |   |   |                                    |                              |  |
|   |  |  |   |   |  |   |   |                                    | overcoming failures          | authorities should not have favorites among employees                        |
| Needed  | Needed   | Needed   | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Needed                             | Mch                          | Seminar  |
| Not Needed  | Not Needed   | Not Needed                                     | Not Needed  | Not Needed                                    | Not Needed   | Not Needed                                | Not Needed  | Not Needed                         |                              | Give appropriate IT funds for each office                                    |
|   | Needed   | Needed   |   | Needed  |  |   |   |                                    |                              |  |
| Needed  | Needed   | Needed   | Needed  | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | Data Privacy Act 2012        | Provide workers with opportunities to identify and workplace problems.       |
|   |  |  |   |   |  |   |   |                                    |                              | More trainings   |
| Not Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Needed   | Not Needed                                | Not Needed  | Not Needed                         |                              |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |                              |  |
| Not Needed  | Needed   | Needed   | Much Needed   | Needed  | Needed   | Needed                                    | Needed  | Not Needed                         | None                         | Be respectful!   |
| Not Needed  | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               |   |                                    |                              |  |
| Needed  | Much Needed  | Needed   | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | Not Needed  | Needed                             |                              |  |
| Needed  | Much Needed  | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | Nothing                      | Pumasok sa tamang oras 😊🙏  |



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:                                 | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|---|---|------------------------------------|--|--|
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Needed   | Needed                                    | Needed  | Needed                             | SDC Track II   | Be helpful always  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Not Needed   | Needed                                    | Needed  | Needed                             |  |  |
| Not Needed  | Not Needed   | 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  | Needed                             |  |  |
| Needed  | Much Needed  | Much Needed                                    | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |  |  |
| Not Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Not Needed                                | Much Needed   | Much Needed                        |  |  |
| Needed  | Needed   | Much Needed                                    | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | Semenarsemenar   | Semenar  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Needed  | Needed   | Much Needed                               | Much Needed   | Much Needed                        | INVESTMENT AND PROFIT TRAINING/PSYCHOLOGICAL                 | FLEXIBLE WORKING HOURS   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Not Needed  | Not Needed                         |  |  |
| Much Needed   | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | If it can be given, Real Estate Laws and RA 7160 Title II po |  |
| Needed  | Not Needed   | Not Needed                                     | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |  |  |
|   |  |  | Needed  |   |  |   |   |                                    |  |  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | Basic Emergency Obstetrics and Newborn Care                  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Needed                             |  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Needed                             |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |  |  |
|   |  |  |   |   |  |   |   |                                    | Rabies awareness   | nice office to work in   |
|   | Much Needed  |  |   |   |  |   |   |                                    |  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Not Needed   | Much Needed                               | Much Needed   | Needed                             |  |  |
| Needed  | Much Needed  | Needed   | Much Needed   | Needed  | Much Needed  | Needed                                    | Much Needed   | Needed                             | Housekeeping 2   | Be fair and square to everyone   |
|   |  |  |   | Needed  |  |   |   |                                    |  |  |



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:  | Give some suggestions that will help improve working condition of employees.        |
|---|--|--|---|---|--|---|---|------------------------------------|---|---|
|   |  |  |   |   |  |   |   |                                    | PSA training and seminar for civil registration and updates               | A better database and application for Computerization/Digitalization of all records |
| Needed  | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Needed                             |   |   |
| Much Needed   | Needed   | Much Needed                                    |   | Needed  |  | Much Needed                               | Needed  | Needed                             |   |   |
| Needed  | Much Needed  | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Much Needed                        | Sdc2  | More trainings  |
| Not Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Much Needed                               | Not Needed  | Not Needed                         |   |   |
|   | Much Needed  |  |   |   |  |   |   |                                    | None  | Mahalin at enjoy m LNG ang UNG trbho  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | Health related trainings  | Provide the necessary equipments or instruments needed                              |
| Much Needed   | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Needed                             |   |   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   |   |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        |   |   |
| Not Needed  | Needed   | Much Needed                                    | Much Needed   | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   |   |
| Needed  | Much Needed  | Needed   | Needed  | Needed  |  | Needed                                    | Much Needed   | Much Needed                        | Related to position seminar especially seminars for sanitation inspectors |   |
| Not Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | Needed  |                                    |   |   |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | Needed  | Much Needed                        |   |   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   |   |
|   |  |  |   |   |  |   |   |                                    | None na po  | None na po  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Much Needed                        |   |   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | Nothing   | Pagpasok sa tamang oras   |



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar ] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:      | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|--|---|------------------------------------|-----------------------------------|--|
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | N/A                               | N/A  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | N/A                               | N/A  |
| Much Needed   |  |  |   |   |  |  | Much Needed   | Much Needed                        | None                              | Relationship   |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |                                   |  |
| Not Needed  | Not Needed   | Not Needed                                     | Not Needed  | Not Needed                                    | Needed   | Not Needed                                 | Not Needed  | Not Needed                         | Dental Seminars                   | Good and complete facilities   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Much Needed   | Needed                             |                                   |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                     | Needed  | Much Needed                        |                                   |  |
| Not Needed  | Not Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Needed   | Needed                                     | Much Needed   | Much Needed                        | Cross-skill trainings             | Healthy relationship and environment among co-employees.                     |
| Not Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Needed   | Not Needed                                 | Not Needed  | Not Needed                         |                                   |  |
| Much Needed   | Much Needed  | Needed   | Much Needed   | Much Needed                                   | Much Needed  | Needed                                     | Much Needed   | Much Needed                        |                                   |  |
| Needed  | Much Needed  | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |                                   |  |
|   |  |  |   |   |  |  |   |                                    | Technical like biofloc technology | Rapport enhancement  |
| Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Needed   | Much Needed                                | Not Needed  | Not Needed                         |                                   |  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |                                   |  |
| Not Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Needed   | Not Needed                                 | Not Needed  | Not Needed                         |                                   |  |
| Not Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Not Needed  | Not Needed                         | Treasury Operations               |  |
|   |  |  |   |   |  |  |   |                                    |                                   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | None                              | Full implementation of hazard and subsistence allowance for health workers   |
| Needed  |  | Needed   |   | Needed  |  | Needed                                     | Needed  | Needed                             |                                   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |                                   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |                                   |  |
| Not Needed  | Needed   | Needed   | Needed  | Much Needed                                   | Not Needed   | Much Needed                                | Needed  | Much Needed                        |                                   |  |
| Not Needed  | Not Needed   | Needed   | Needed  | Needed  | Not Needed   | Not Needed                                 | Needed  | Needed                             |                                   |  |



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| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:  | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|---|---|------------------------------------|---|--|
| Not Needed  | Needed   | Needed   | Much Needed   | Much Needed                                   | Needed   | Much Needed                               | Much Needed   | Needed                             | 1. Philippine Pharmacist Association Seminar<br>2. Pharmacist Vaccinators Program     |  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Needed   | Much Needed                               | Needed  | Needed                             | Industrial maintenance related trainings  |  |
|   | Much Needed  |  | Much Needed   | Much Needed                                   |  |   |   | Much Needed                        |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Much Needed                               | Needed  | Needed                             |   |  |
| Much Needed   | Much Needed  | Much Needed                                    |   | Much Needed                                   |  |   |   |                                    |   |  |
| Needed  | Needed   | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Much Needed                        | Basic Life Support for all healthcare workers including watchmen / security personnel |  |
| Not Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Not Needed  | Needed                             |   |  |
|   |  |  | Needed  | Needed  |  |   | Needed  |                                    |   |  |
|   |  |  |   |   |  |   |   |                                    |   |  |
| Needed  | Much Needed  | Needed   | Needed  | Needed  | Much Needed  | Needed                                    | Much Needed   | Much Needed                        | N/A   | N/A  |
| Needed  | Needed   | Needed   | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Needed                             |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | None  | None   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  |                                    | N/A   | N/A  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | N/A   | N/A  |
|   |  |  | Much Needed   | Much Needed                                   |  | Much Needed                               |   |                                    |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | More agricultural training  | Good communication between employees   |
| Much Needed   | Much Needed  | Needed   | Needed  | Needed  | Needed   | Needed                                    | Much Needed   | Much Needed                        | Nothing right now.  | Parking for bikes.   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Much Needed   | Needed                             |   |  |



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| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:                                    | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|---|---|------------------------------------|---|--|
|   |  | Needed   |   | Needed  |  | Needed                                    |   |                                    | None  | Happy and positive working place   |
| Not Needed  | Not Needed   | Not Needed                                     | Not Needed  | Not Needed                                    | Not Needed   | Not Needed                                | Not Needed  | Not Needed                         | None  | None   |
| Not Needed  | Not Needed   | Not Needed                                     | Needed  |   | Not Needed   | Not Needed                                | Not Needed  | Not Needed                         | None  | None   |
| Needed  | Needed   | Much Needed                                    | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | Pest and diseases trainings                                     | More comfortable uniform for us who do field works                           |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Much Needed                               | Needed  | Needed                             |   |  |
|   |  |  | Much Needed   | Much Needed                                   |  | Much Needed                               |   |                                    |   | Work place improvement.  |
| Needed  | Much Needed  | Much Needed                                    | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | Pagtataguyod o makasabay sa makabagong technology gaya compiter |  |
|   | Much Needed  | Much Needed                                    |   | Needed  | Needed   | Needed                                    |   |                                    | No more   | No more  |
| Needed  | Needed   | Needed   | Needed  | Much Needed                                   | Needed   | Needed                                    | Needed  | Needed                             | All are mention   | Unity  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | Much Needed   | Much Needed                        |   | Monthly meetings and report  |
|   | Not Needed   | Not Needed                                     | Much Needed   |   |  |   |   |                                    | none  | none   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   |  |
| Needed  | Not Needed   | Needed   | Not Needed  | Needed  | Not Needed   | Not Needed                                | Not Needed  | Not Needed                         |   |  |
|   | Much Needed  |  |   |   |  |   |   |                                    |   |  |
| Not Needed  | Needed   | Much Needed                                    | Much Needed   | Needed  | Much Needed  | Much Needed                               | Needed  | Much Needed                        | N/A   | N/A  |
| Much Needed   | Much Needed  | Needed   | Much Needed   | Needed  | Needed   | Needed                                    | Needed  | Much Needed                        |   |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Much Needed                        |   |  |
| Much Needed   |  | Much Needed                                    |   |   |  |   |   |                                    |   |  |
| Needed  | Needed   | Much Needed                                    | Needed  | Needed  | Needed   | Much Needed                               | Much Needed   | Needed                             |   | Office space   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   | n/a  |
| Not Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Not Needed                                | Not Needed  | Needed                             | N/A   | N/A  |



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar ] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:                        | Give some suggestions that will help improve working condition of employees.                           |
|---|--|--|---|---|--|--|---|------------------------------------|---|--|
|   |  |  |   |   |  |  |   |                                    | Training on Construction Management using PRIMAVERA | Adequate office equipments and transportation vehicles for field works                                 |
| Not Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |   | I suggest to monitor the accomplishments of the each employees to establish transparency and fairness. |
| Much Needed   | Needed   | Needed   | Needed  | Much Needed                                   | Needed   | Much Needed                                | Needed  | Needed                             | Laws regarding quarry operation                     | Work life balance  |
| Needed  | Much Needed  | Needed   | Needed  | Much Needed                                   | Needed   | Needed                                     | Needed  | 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                                   | Much Needed  | Needed                                     | Much Needed   | Much Needed                        | Trainings on Updates of Appraisal and Assessment    | Team Building and Assessment   |
|   | Much Needed  |  |   |   |  |  |   |                                    |   |  |
| Not Needed  | Not Needed   | Not Needed                                     | Not Needed  | Not Needed                                    | Not Needed   | Not Needed                                 | Not Needed  | Not Needed                         |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | n   | n  |
| Much Needed   | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |   |  |
| Much Needed   | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Not Needed  | Needed                             |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Not Needed  | Not Needed                         |   |  |
|   |  |  |   |   |  |  |   |                                    | None  | More space for office file & supplies  |
|   | Much Needed  | Much Needed                                    |   | Much Needed                                   |  |  |   | Much Needed                        | Pediatric Conventions, PHA Convention               | Regular updates on RA 6713   |
| Not Needed  | Not Needed   | Needed   | Not Needed  | Not Needed                                    | Not Needed   | Not Needed                                 | Not Needed  | Not Needed                         |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |   | Conducive working area   |



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|---|--|--|---|---|--|---|---|------------------------------------|---|--|
| Not Needed  | Needed   | Not Needed                                     | Not Needed  | Needed  | Not Needed   | Not Needed                                | Needed  | Much Needed                        | BOOKKEEPING, DATABASE MANAGEMENT SYSTEM   | MAINTAIN WORK-LIFE BALANCE.  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Much Needed                               | Needed  | Needed                             |   |  |
| Not Needed  | Much Needed  | Needed   | Much Needed   | Much Needed                                   | Much Needed  | Not Needed                                | Needed  | Much Needed                        | Supervisory Development Course (SDC III))   | All employees must undergo trainings.  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | N/A   |  |
|   |  |  |   |   |  |   |   |                                    |   |  |
|   | Much Needed  |  |   |   |  |   |   |                                    |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Much Needed                        |   |  |
|   |  | Needed   |   |   |  |   |   |                                    | None  | None   |
| Not Needed  | Not Needed   | Not Needed                                     | Not Needed  | Not Needed                                    | Not Needed   | Not Needed                                | Not Needed  | Not Needed                         | Wala na po  |  |
|   |  |  |   |   |  |   |   |                                    |   |  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | F   |  |
| Not Needed  | Not Needed   | Needed   | Needed  | Not Needed                                    | Not Needed   | Not Needed                                | Not Needed  | Not Needed                         | Training on paperless transactions/documentation. Proper identification of documents to be discarded or for safe keeping. | Training of newly hired on public service ethics and accountability.                     |
| Much Needed   | Much Needed  | Needed   | Much Needed   | Needed  | Much Needed  | Much Needed                               | Much Needed   | Needed                             |   |  |
| Needed  | Needed   | Much Needed                                    | Much Needed   |   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | Seminar on Safety and Health  |  |
| Much Needed   | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |   | Remove Flexi Time for normal working days.. apply if needed (like Fiesta, City Day etc.) |



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|---|--|--|---|---|--|---|---|------------------------------------|------------------------------|--|
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |                              |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Needed  | Much Needed                        | Additional computer learning |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |                              |  |
| Needed  | Much Needed  | Much Needed                                    | Needed  | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        |                              |  |
| Needed  | Much Needed  | Much Needed                                    | Needed  | Needed  | Much Needed  | Much Needed                               | Needed  | Much Needed                        |                              |  |
| Needed  | Much Needed  | Much Needed                                    | Needed  | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | Advance Computer learning    |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |                              | To have a good leader  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             |                              |  |
| Much Needed   | Needed   | Needed   | Needed  | Much Needed                                   | Needed   | Needed                                    | Much Needed   | Needed                             |                              |  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                               | Much Needed   | Much Needed                        | Financial Seminar            | Good Leader  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | Needed                             | N/A                          | N/A  |
| Not Needed  | Not Needed   | Not Needed                                     | Not Needed  | Not Needed                                    | Not Needed   | Not Needed                                | Not Needed  | Not 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  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | Needed  | Needed                             |                              |  |
|   | Much Needed  | Needed   |   |   |  |   |   |                                    |                              |  |
| Needed  | Much Needed  | Needed   | Needed  | Needed  | Needed   | Much Needed                               | Needed  | Needed                             |                              |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                    | Much Needed   | Much Needed                        |                              |  |
| Needed  | Needed   | Much Needed                                    | Needed  | Much Needed                                   | Much Needed  | Needed                                    | Much Needed   | Much Needed                        | None                         | Talk each other  |
|   | Needed   |  | Needed  | Needed  | Needed   | Needed                                    |   |                                    |                              | Staff meeting  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                    | Needed  | 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                                   | 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                        |                              |  |



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|---|--|--|---|---|--|--|---|------------------------------------|--|--|
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Needed                                     | Much Needed   | Much Needed                        | SDC III  | HR Visitation re: Duties & Functions   |
|   |  |  |   |   |  |  |   |                                    |  | Create time to Attend to employees welfare                                   |
|   |  |  |   |   |  |  |   |                                    |  |  |
|   | Much Needed  |  |   |   |  |  |   |                                    |  | To improve my office work.   |
| Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Needed   | Not Needed                                 | Needed  | Not Needed                         |  |  |
| Not Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Not Needed   | Needed                                     | Not Needed  | Not Needed                         | None   | Salary increase  |
| Needed  | Needed   | Much Needed                                    | Needed  | Much Needed                                   | Needed   | Needed                                     | Much Needed   | Needed                             |  |  |
| Needed  | Much Needed  | Needed   | Needed  | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        | N/A  | N/A  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |  |  |
| Much Needed   | Needed   | Needed   | Much Needed   | Much Needed                                   | Needed   | Not Needed                                 | Much Needed   | Not Needed                         | Learning new software related to office management, filing, etc. |  |
| Not Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Needed   | Needed                                     | Needed  | Much Needed                        |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |  |  |
| Not Needed  | Not Needed   | Needed   | Not Needed  | Needed  | Not Needed   | Not Needed                                 | Not Needed  | Not Needed                         | PVMA Convention veterinary updates                               |  |
| Not Needed  | Much Needed  | Not Needed                                     | Not Needed  | Needed  | Needed   | Not Needed                                 | Needed  | Needed                             |  |  |
|   |  |  |   |   |  |  |   |                                    |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |  |  |
|   |  |  | Needed  | Needed  |  |  |   |                                    |  |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | Wiring electrical skilled  |  |
| Much Needed   |  |  |   |   |  |  | Much Needed   |                                    |  |  |



[illegible]



| [18. Training on Proper Documentation: Basic Photography & Videography] | [19. Computer Literacy and Office Productivity Tools Trainings & Workshop] | [20. Public Service Ethics and Accountability] | [21. Customer Care and Client Communication Skills] | [22. Personal and Professional Effectiveness] | [23. Communication Skills & Basic English Proficiency] | [24. Stress and Anger Management Seminar ] | [25. Training on Property Inventory, Procurement and Office Management] | [26. Financial Management Seminar] | Other Trainings Recommended:                    | Give some suggestions that will help improve working condition of employees. |
|---|--|--|---|---|--|--|---|------------------------------------|---|--|
|   |  |  |   |   |  |  |   |                                    | Sign Language Training for Government Employees |  |
| Not Needed  | Needed   | Not Needed                                     | Needed  | Needed  | Not Needed   | Needed                                     | Needed  | Needed                             |   |  |
| Much Needed   | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Needed  | Much Needed                        |   |  |
| Needed  |  |  |   |   |  |  |   | Needed                             |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             | n/a   | n/a  |
|   |  |  |   |   |  |  |   |                                    |   | Conduct emotional assessment   |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Needed  | Needed                             |   | practice fair treatment and eliminate biases among all employees             |
| Much Needed   | Much Needed  |  |   |   |  |  |   |                                    |   |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        |   |  |
| Needed  | Needed   | Much Needed                                    | Needed  | Much Needed                                   | Needed   | Needed                                     | Needed  | Needed                             | Basic Sign Language Training                    |  |
| 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                                    | Much Needed   | Much Needed                                   | Much Needed  | Much Needed                                | Much Needed   | Much Needed                        | None  | Refresh & updates  |
| Needed  | Much Needed  | Needed   | Needed  | Needed  | Needed   | Not Needed                                 | Needed  | Needed                             | BEmONC traning                                  |  |
| Needed  | Much Needed  | Much Needed                                    | Much Needed   | Needed  | Much Needed  | Needed                                     | Much Needed   | Much Needed                        | NONE  | NONE   |
|   |  |  |   |   |  |  |   |                                    | Bemonc  |  |
|   | Needed   | Needed   | Needed  |   |  |  |   |                                    |   |  |
|   |  |  |   |   |  | Much Needed                                |   |                                    |   |  |
| Needed  | Needed   | Needed   | Needed  | Needed  | Needed   | Needed                                     | Not Needed  | Needed                             | Technical Seminars w/ CPD points                | Infirmary Clinics near each Governemnt Compounds                             |



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