

STEPS FOR IMPLEMENTING LEARNING & DEVELOPMENT

1. Learning Needs Assessment (LNA) based on the Competency-Based Assessment Results and Individual Development Plans (IDPs)
2. Preparation of L&D Plan including identification of Learning and Development (L&D) Programs and List of Participants
3. Preparation of Authority to Conduct Learning Programs, Learning Designs, Office Orders, Purchase Requests for the Approval of the Regional Executive Director (RED)
4. Implementation of L&D Programs
5. Preparation of Post-Learning Activity Reports/Terminal Reports
6. Monitoring and Evaluation (M&E) of Learners

STEP FOR GRANTING SCHOLAR- SHIP

1. Dissemination of Training Invitation
2. Application
3. Screening & Selection
4. Preparation & Processing of required Documents
5. Endorsement to RED
6. Approval of Nomination
7. Endorsement of Nomination to Central Office



Republic of the Philippines
**DEPARTMENT OF ENVIRONMENT
AND NATURAL RESOURCES**
Region III

LEARNING AND DEVELOPMENT

“DENR Region III is committed to and supports Equal Opportunity Principle.”

Learning and Development

- a set of interventions for the personal, career and professional development of officials and employees.

- trainings, seminars, orientations

WHY L & D?

-to create an excellent & high performing organization through its PEOPLE.

Specifically:

-to enhance the competency (capability) of our workforce.

-to improve performance and increase productivity

-to improve satisfaction and morale

-to attain our

4-CORE VALUES :

- D - Discipline,
- E - Excellence
- N - Nobility
- R - Responsibility

Guiding Principle

1. Every official & employee is an important resource valued by our organization

2. L & D is a means to upgrade the capability & expertise of DENR employees to respond to the demands of ENR SECTOR

3. L & D is a means to enhance the competency of employees required by their current & future job or position

4. L & D is a shared responsibility of management, supervisor & employee

5. Investment for L & D is equally important as investment for purchase of equipment & information technology

6. L & D improves office performance

L&D Programs

1. ORIENTATION FOR NEW ENTRANTS
2. TECHNICAL LEARNING PROGRAM
3. VALUES ORIENTATION PROGRAM
4. SUPERVISORY DEVELOPMENT PROGRAM
5. EXECUTIVE DEVELOPMENT PROGRAM

PERSONNEL DEVELOPMENT COMMITTEE

a committee which shall provide support functions to Management in selection of nominees to trainings and scholarship programs in accordance with existing CSC policies & standards.