

## **TRAINING AND DEVELOPMENT**

As we continue to evolve and develop new strategies for employee's improvement, Human Resources formulated various training conducted via online.

The New Employees Orientation Program (Online) will provide employees an accurate information that helps them understand and answer concerns on Human Resources and awareness on mandatory and regulatory requirements of the bank. Moreover, to enculturate new employees about UCPB Savings Bank organizational culture and align themselves.

The Human Resources ensure compliance that all employees attended AMLA, Data Privacy, Risk Awareness, Financial Consumer Protection and Training on Politically Exposed Person. Furthermore, as part of the transition stage, employees were given an opportunity to undergo training / webinars about Project Procurement Management Plan (PPMP) and Budget Orientation, Procurement Planning and Efficient Procurement Measures, Alternative Methods of Procurement, Gender and Development (GAD) and Sustainable Finance Framework (SFF).

It is also necessary to provide job-specific training, including skills training like BBD Learning Series, Mock-Up Branch, Signature Verification and Forgery Detection, Training on eSOA, Filing of Small Claims Case and Basic Leadership and Effective Supervision Seminar. These tools will enable employees to understand and carry out their responsibilities.

The Human Resources promotes the importance of mental health through health and wellness webinars namely Taking Care of One's Mental Health in the New Normal Webinar and Health and Wellness Activity on Dietary Approaches to Stop Hypertension. A webinar series on Redefining the Shape of Professional Development that focuses on Mindset, Adaptability and Flexibility to Change and Time Management to unleash the employee's soft skills and to cope up with the changes and demands in the 21st century.

Previous year, our leaders continuously attended webinars offered by Chamber Thrift Bank, BSP, GOCC, PWC, BaiPhil, GPPB, World Bank Group, NEDA, Institute of Corporate Directors, Inc., and LANDBANK to keep themselves abreast of the industry trends and best practices.

There was a significant increase in employees virtually attending programs as these became more accessible even to those working from home.

A total of 3304 employees were provided with training programs, most of whom had two or more trainings attended.