

PAGCOR employees are given many opportunities for continuous learning and growth through various in-house and external learning event offerings.

In-house trainings are learning events that are conducted internally by the company for the employees. These programs are either initiated by HRDD for the benefit of every employee, or initiated by departments for the benefit of their own personnel, specific for their respective fields of work. For newly-hired employees, company orientation and basic skills & attitudes programs are conducted by PAGCOR as part of their immersion process.

PAGCOR is also active in attending public seminars, or what the company describes as “External Learning Events (ELE).” Employees are given opportunities to enhance their workplace competencies with the help of external training providers. Employees are also allowed to attend annual conferences and conventions to constantly receive updates in different industries.

Most of PAGCOR’s training programs are offered to regular employees across all positions. Over the years, the company has strived to offer ladder-type courses so that their learning path is aligned with their career path. Also, these training programs are offered periodically (monthly, quarterly, bi-annually, and annually) and are intentionally aligned with PAGCOR’s strategy map.

Shown below is a table showing training programs that are regularly conducted by PAGCOR:

PROGRAM TITLE	TARGET EMPLOYEES	FREQUENCY OF CONDUCT
Values Enrichment Program (VEP)	All regular and contractual employees	Quarterly
Financial Wellness Program (FWP)	All regular and contractual employees	Quarterly
First-Level Leaders’ Training Course (FLLTC)	Regular Rank-and-file Supervisory employees	Monthly
Management Development Program (ELE)	Regular PAGCOR Officers	Annual
Officers’ Cross-Training Program (OCTP)	Regular PAGCOR Officers	Annual / Bi-annual
Strategic Management and Planning	Regular PAGCOR Officers	Quarterly

In a nutshell, PAGCOR engages in relevant training and development programs to enhance employee competency and behavior. While most programs are being conducted in a traditional manner, the company is moving towards blended learning and has already initiated non-traditional learning interventions with the help of available technology so that employees learn on a year-round basis.