

CENTER FOR ORGANIZATIONAL DEVELOPMENT – SPECIAL PROJECT

(Center)

PROJECT ACCOMPLISHMENT REPORT**I. Project Information**

Project Code	GWRRC
Project Title	Creating a Competency-Based Human Resources Management and Development (CBHRMD) Framework for the National Youth Commission (NYC)
Project Start	September 1, 2019
Project End	October 31, 2020
Project Price	PhP 3,000, 000.00
Client Organization	National Youth Commission

II. Project Team

Project Manager	Abigail G. Fulgueras-De Leon
Team Members	Winefrida M. Manzo Joyce Camposagrado Dianne B. Delfin Loretta Y. Balanzaq Gloria B. Lim Trygve A. Bolante Marlito S. Casuco Arlene S. Tayag Andres P. Largo
Supervising Fellow	Marietta Q. Umbay
Consultants/ Resource Persons	N/A

III. Project DetailsProject Description

To aid the NYC in developing a more strategic human resource system, and thereby enhance its capacity to effectively harness its own human resources in fulfilling its mandate and mission in light with the SK and LYDO, the Commission shall engage with the technical and professional services of another government agency in creating a Competency-Based Training Framework for the SK, LYDO and NYC.

Project Objectives

The Project aims to accomplish the following:

1. Orient the officers and key personnel of the NYC on Competency-Based Human Resource Management and Development (CB-HRMD);
2. Create a Competency Dictionary which contains the core, technical, and leadership competencies of the NYC;
3. Facilitate the Development of a Competency-Based Training Framework: (a) Models, and (b) Profiles to include the following roles:
 - 3.1 Elected Sangguniang Kabataan (SK) Officials;
 - 3.2 Local Youth Development Officers (LYDOs) lodged at the Local Government Units (LGUs);
 - 3.3 NYC Officers, its Area officers (Regional clusters) and other key personnel of the NYC.

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Project Type

Training and Consultancy

Project Beneficiary

National Youth Commission Central Office (NYC-CO) and Area Officers

Sangguniang Kabataan (SKs)

Local Youth Development Officers (LYDOs)

Coverage

Nationwide

IV. Project Accomplishments

Key Activities Implemented & Major Outputs

Activity	Output
<ul style="list-style-type: none"> Panel discussion with Stakeholders, NYC, SK and LYDO – October 8, attended by 40+ participants including representatives from COA, UP Diliman NCPAG Training workshop on Competency Based Human Resource Development with the Local Youth Development Officers (LYDOs) – 40 participants mostly from Luzon (Isabela, Tarlac, Laguna, Bicol, Cavite, NCR) and few from Visayas (Antique) Workshop on Youth Leadership Development and Competency Framework for Sangguniang Kabataan – 90 participants from Luzon, Visayas (Iloilo and Cebu) and Mindanao (Region 9, 10, 11 and 12) Workshop with the National youth Commission (NYC) Validation Sessions with the Steering Committee and Commissioners Formulation and pilot run of Competency Assessment. This was conducted online with participants coming from various LGUS in all regions of the country. 	<ol style="list-style-type: none"> Comprehensive Proposal for the creation of a Competency-Based Training Framework for the SK, LYDOs, and the NYC; Understanding and buy-in regarding the CB-HRMD approach on the part of NYC officers and employees; List of core, Technical, and Leadership Competencies of the NYC (including SKs, LYDOs and Regional Cluster Officers); Technical Competency Tables and Competency Models of the NYC and SK; Position profiles (NYC Positions and SK); Assessment Design (Matrix, Guidelines, and tools); Assessment Procedures Manual; Conduct of the training program on CBA-SK.



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Project Impact

- Development of a Competency-based Human Resource Management and Development (CBHRMD) Framework for the SK, LYDO, as well as NYC Personnel.
- The results showed a convergence of core and cross-cutting competencies that are present across the profiles of SK, LYDO, and NYC Personnel, which can lay the foundations of further professionalizing youth development work.
- Outputs of this project can serve as initial or preliminary steps in various endeavors, including but not limited to: review of the SK Mandatory Training, refinement of the SK Continuing Training modules, standardization of qualifications in the hiring and selection process of Youth Development Office personnel, as well as further integration of the CBHRMD Frameworks in future policies concerning the SKs and the LYDOs.

Lessons Learned

- Shifting of training to online modality due to the Covid-19 pandemic. There is really a need to develop an agency wide or at least a center-based uniform online application or LMS that should be consolidated and can be used and maximized across all project engagements so that there would not be a need to develop one for each project when it can be replicated and just customized/ tweak for the individual projects.
- There is a need for a strong IT support both from the client agency and the DAP.
- There is a need to establish the DAP platforms and applications for use in the delivery of products and services. The implementing team had to “do” the shift as there is no study or recommendations yet coming from the Academy as to what the Academy will formally be using as an institution. It was an exploration journey for the members of the team.
- Good communication and client relation really helps in facilitating the project especially during the time of pandemic when shift and adjustments had to be made given the pandemic limitations. The Project Team was also efficient in shifting to online modality, eager to try out new ways of delivering services online.

Prepared by:

Abigail G. Fulgueras De Leon

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Project Manager

Noted / Approved by:

Immanuel A. Magalit

Immanuel A. Magalit
Center Head