

DEVELOPMENT BANK OF THE PHILIPPINES

**LIST OF TRAINING PROGRAMS
CY 2025**

| Type | Program Title | Description | Duration (in Hours) | |
|--|---|--|---|----|
| Core, Functional, Technical Programs | DBP New Employees' Orientation | To introduce new hires to their roles, responsibilities, and the organizational culture, ensuring a smooth transition and effective integration into the organization. | 20 | |
| | Data Privacy Governance and Accountability | To equip participants with a comprehensive understanding of data privacy principles, governance frameworks, and accountability mechanisms | 2 | |
| | Actualizing Credibility and Executive Presence | To equip participants with the essential behaviors and communication practices that reinforce leadership impact. | 16 | |
| | Anti-Money Laundering (AML) Awareness | To provide participants with a thorough understanding of anti-money laundering principles, regulations, and best practices, empowering them to identify, prevent, and report suspicious activities | 4 | |
| | Anti-Red Tape Authority Orientation | To equip participants with a clear understanding of the Anti-Red Tape Act (ARTA) and the government's initiatives to reduce bureaucratic delays, streamline frontline services, and enhance public satisfaction. | 4 | |
| | Business Continuity Management | To equip participants with the knowledge and skills necessary to develop, implement, and maintain effective business continuity plans | 1 | |
| | Customer Service | To enhance customer experience by equipping service teams with the skills, tools, and knowledge needed to resolve inquiries efficiently, build strong customer relationships, and promote service excellence. | 2 | |
| | Information Security Employee Awareness | To enhance employees' understanding of information security principles, policies, and best practices | 3 | |
| | Financial Consumer Protection Framework | To provide participants with a knowledge on the principles, regulations, and best practices for protecting financial consumers. | 4 | |
| | Technical and Professional Business Writing | To enhance participants' business writing skills by providing them with practical techniques and strategies for crafting clear, concise, and impactful documents | 8 | |
| | Verbal Communication for Professionals | To develop the verbal communication skills essential for professionals to express ideas clearly, confidently, and effectively in diverse workplace interactions | 9 | |
| | Specialized Training Programs | Adobe Premiere Pro | To enhance participants' capability in producing professional-quality video content | 12 |
| | | Alternative Dispute Resolution | To promote more efficient, collaborative, and equitable approaches to resolving conflicts through the knowledge and practical skills necessary to manage disputes outside the traditional court system. | 4 |
| | | Audit Analytics | To enhance auditors' ability to use data-driven methods for evaluating risks, testing controls, and improving audit quality | 3 |
| | | Basic Credit Strengthening | To equip participants with essential knowledge and practical tools necessary to assist in loan processing, credit analysis, and portfolio management. | 35 |
| Basic Credit Risk Management | | To strengthen the capability of Account Officers in evaluating, managing, and mitigating credit risks | 40 | |
| Branch Management Development Program | | To equip branch leaders with the knowledge, skills, and competencies required to effectively manage branch operations, ensure service excellence, and drive organizational performance | 120 | |
| Basic Identification Documents and Business Documents Verification | | To equip learners with the foundational skills needed to recognize legitimate IDs, detect red flags, and ensure the accuracy and integrity of submitted documents in everyday transactions. | 7 | |
| Branch Operations Retooling | | To strengthen frontline operational capability in accurately validating customer identities and assessing the authenticity of business-related documents | 16 | |
| Business of Treasury | | To provide participants with a solid understanding of the core functions, strategic role, and operational responsibilities of the Treasury unit in managing an organization's financial resources | 21 | |
| Cash Management and Control System | | To equip participants with the foundational knowledge needed to maintain operational integrity, minimize financial exposure, and support efficient branch performance. | 24 | |
| Certified Fixed Income Market Saleman Refresher | | To ensure that participants remain aligned with industry standards, maintain product mastery, and uphold ethical conduct in fixed income market activities. | 3 | |
| Certified Security Professional | | To equip learners with the knowledge and competencies required to perform effectively in organizational security roles while upholding industry standards and ethical conduct. | 40 | |
| Check Image Clearing System | | To strengthen participants' understanding of the digital check-clearing process and their role in ensuring accurate and efficient clearing operations | 8 | |
| Company Valuation | | To strengthen participants' ability to assess the economic worth of a business using structured, evidence-based methodologies | 21 | |
| Complaints Management | | To enhance participants' ability to handle customer complaints with professionalism, empathy, and efficiency | 4 | |
| Credit Information System Act Orientation | | To enhance participants' understanding of the Credit Information System Act and its role in promoting responsible lending and financial transparency | 3 | |
| Credit Investigation | | To equip participants with the competencies required to conduct thorough, accurate, and objective credit investigations that support sound lending decisions and protect the organization from credit risk | 24 | |
| Construction Management | | To develop participants' ability to effectively plan, execute, monitor, and control construction projects by applying industry-standard methodologies, tools, and best practices | 16 | |
| E-Channels Operations Systems | | To equip participants with a comprehensive understanding of the systems, processes, and operational controls that support electronic channels | 6 | |
| Enterprise Risk Management | | To establish a systematic and organization-wide approach for identifying, assessing, prioritizing, and managing risks that may impact the achievement of strategic and operational objectives | 7 | |
| Excel Training for Bankers | To strengthen analytical capability and enhance data-driven decision-making within the banking sector | 16 | | |
| Fraud and Forgery Detection | To enhance the organization's capability to identify, prevent, and respond to fraudulent and forged activities by equipping personnel with essential knowledge, analytical techniques, and practical skills | 6 | | |

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| | Fraud Risk Management | To strengthen the organization's ability to proactively identify, assess, prevent, and respond to fraud risks by establishing a structured and comprehensive fraud risk management framework | 3 |
| | Fundamentals of Credit | To provide participants with a comprehensive foundation in credit principles, evaluation techniques, and risk assessment practices essential for making sound and responsible lending decisions | 10 |
| | High Impact Bank Selling and Client Relationship Management | To strengthen the sales effectiveness and client-centric capabilities of banking professionals | 16 |
| | Human Resource Management Practitioner | To equip participants with the essential knowledge, competencies, and tools needed to perform core HR functions effectively | 16 |
| | Internal Audit Quality Assessment | To ensure the effectiveness, reliability, and continuous improvement of the internal audit function by systematically evaluating its conformance with applicable standards, regulatory requirements, and organizational expectations | 16 |
| | Knowledge Management System | To introduce participants to the principles, processes, and tools used in evaluating an organization's Knowledge Management (KM) practices, enabling them to understand how knowledge is created, shared, stored, utilized, and improved across the institution | 14 |
| | Know Your Money and Counterfeit Detection | To support accurate cash transactions, minimizes fraud risks, and enhances operational confidence in branch and cash-handling environments. | 8 |
| | Negotiation | To enhance participants' ability to engage borrowers effectively and recover outstanding obligations through professional, ethical, and strategic negotiation, | 8 |
| | New Government Procurement Act | To build a clear and consistent understanding of the principles, processes, and compliance requirements under the New Government Procurement Act, ensuring that stakeholders are equipped to implement transparent, efficient, and accountable procurement practices | 24 |
| | Real Property Valuation and Assessment | To equip participants with the knowledge, skills, and methodologies necessary to accurately appraise and assess real property for taxation, investment, planning, and regulatory purposes | 15 |
| | Reinforcing Risk Management | To deepen participants' understanding of core risk management concepts, frameworks, and practical applications. | 24 |
| | Remedial Management | To equip learners with the analytical tools, decision-making frameworks, and negotiation techniques necessary to protect portfolio quality and support constructive borrower turnaround. | 30 |
| | Signature Verification and Forgery Detection | To enhance employees' ability to accurately validate customer signatures and identify potential signs of forgery | 8 |
| | Strategic Public Relations and Communication Management | To strengthen participants' capability to plan, execute, and manage communication strategies that build trust, enhance organizational reputation, and foster meaningful engagement with internal and external stakeholders | 18.5 |
| | Targeted Financial Sanctions | To provide participants with a comprehensive understanding of targeted financial sanctions, including their purpose, regulatory frameworks, and implementation strategies | 2 |
| | Titling Untitled Documents | To support smoother transaction processing, reduces operational errors, and strengthens the integrity of customer and business documentation across branch operations. | 3 |
| | Third Party Risk Management | To strengthen organizational resilience by systematically identifying, assessing, monitoring, and mitigating risks associated with third-party vendors, service providers, and other external partners | 7 |
| | Treasury Certification Program | To equip participants with comprehensive knowledge and skills in treasury management, including cash and liquidity management, risk management, and investment strategies | 102 |
| Corporate Governance, Leadership and Management Programs | An Introduction to Future's Thinking | To equip learners with practical tools used in strategic foresight—such as horizon scanning, scenario development, and systems thinking—to help them make informed decisions in an increasingly complex world. | 2.5 |
| | Basic Corporate Governance and Public Service Ethics & Accountability | To strengthen organizational integrity and promote ethical excellence in the public sector and to deepen employees' understanding of governance principles, ethical standards, and accountability mechanisms essential to effective public service | 3 |
| | Basic Leadership and Effective Supervision Seminar (BLESS) for Bank Supervisors | To enhance the leadership and supervisory skills of bank supervisors by providing them with foundational knowledge and practical techniques for effective team management, decision-making, and performance optimization | 17 |
| | Coaching for Success | To equip participants with essential communication techniques, coaching models, and feedback strategies that support employee growth, motivation, and accountability. | 16 |
| | Corporate Governance Orientation Program | To equip participants with a comprehensive understanding of corporate governance principles, regulatory requirements, and best practices to enhance ethical decision-making, transparency, and accountability | 8 |
| | Environment & Social Risk Management | To equip employees with a foundational understanding of how environmental and social factors can affect organizational performance, regulatory compliance, stakeholder trust, and long-term risk exposure. | 2 |
| | LEAD The Way | To nurture leadership from the inside out, focusing on character formation, mindset transformation, and the practical application of values-driven behaviors that inspire trust, collaboration, and meaningful growth. | 16 |
| | Leadership Development (LEAD) Reimagined Series | To develop core leadership competencies in Innovation, Digitalization and FinTech, Transformational Leadership, and Sustainability through a blended learning methodology | 24 |
| | Leadership and Ethics | To develop principled, responsible, and values-driven leaders who can make ethical decisions, foster trust, and guide teams with integrity in dynamic organizational environments | 8 |
| | Leading at the Speed of Trust | To strengthen leaders' ability to build, extend, and restore trust as a strategic advantage that accelerates collaboration, performance, and organizational results | 16 |
| | Level Up Leadership: A Vision and Values (VIVA) Leadership Program | To equip leaders in the Succession line-up with the skills and knowledge necessary to adapt to internal and external organizational changes through a flexible, up-to-date, and human-centric leadership training | 40 |

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| | Public Service Values Program | To enable participants in strengthening and harnessing the core values of a Public Servant: Patriotism, Integrity, Excellence and Spirituality (PIES) in pursuing strategic leadership and management. | 8 |
| | Supervisory Development Course (SDC) | To enhance the supervisory skills of participants by providing them with practical techniques and strategies for effective team management, communication, and decision-making | 8 |
| | Supervisory Development Program 2.0 Leading in VUCA Times | To equip supervisors with the tools and strategies needed to handle leadership challenges in Volatile, Uncertain, Complex, Ambiguous (VUCA) times, drive team performance and contribute to organizational success | 8 |
| | The 6 Critical Practices for Leading a Team | To empower new and experienced leaders with the essential skills required to guide high-performing teams and to developing core people-leadership capabilities, helping leaders successfully navigate common challenges | 16 |
| Sustainability, Environmental and Safety Programs | 40-Hour Pollution Control Officer Training | To equip participants with the knowledge and skills necessary to effectively manage and mitigate environmental pollution | 40 |
| | Climate Risk and Sustainable Investment Strategies | To strengthen organizational capability in navigating the evolving landscape of climate-related financial risk | 2 |
| | Management Training for Managing Heads | To empower participants with the skills and strategies necessary to effectively capture, organize, share, and utilize organizational knowledge, fostering a culture of continuous learning and innovation | 40 |
| | Basic Occupational Safety and Health (BOSH) for Safety Officer Training | To provide participants with essential knowledge and skills in occupational safety and health, enabling them to identify workplace hazards, implement safety measures, and ensure compliance with safety regulations | 40 |
| | Bomb Threat Awareness | To strengthens organizational readiness and supports a calm, coordinated response during high-risk or emergency scenarios. | 2 |
| | Fire Safety Management and Drill | To ensure the safety and well-being of all personnel by implementing comprehensive fire safety management practices and conducting regular fire drills | 8 |
| | First Aid Training | To gain understanding on the essential knowledge and skills to provide basic medical care in emergency situations, ensuring they can respond effectively and confidently to various medical emergencies | 8 |
| | Disaster Preparedness | To enhance participants' readiness to respond safely and effectively during natural or human-induced emergencies | 2.5 |
| | Emergency Preparedness and Response | To strengthen organizational resilience by establishing a comprehensive framework that prepares personnel, facilities, and operations to effectively prevent, respond to, and recover from emergencies and disasters | 6 |
| | Environmental Management System | To establish a systematic and proactive approach for managing the organization's environmental responsibilities in alignment with applicable laws, standards, and sustainability commitments | 16 |
| | Environmental, Social & Governance (ESG) | To equip participants with a thorough understanding of Environmental, Social, and Governance (ESG) factors and their significance, enabling them to integrate ESG considerations into decision-making processes and promote sustainable business practices | 2 |
| | Fire Prevention Awareness | To educate participants on fire prevention principles, safety protocols, and emergency response procedures, enabling them to identify potential fire hazards and implement preventive measures | 2 |
| | Road Safety and Defensive Driving | To equip participants with the essential knowledge and practical strategies needed to prevent accidents and promote responsible driving behavior and to enhance driver awareness, discipline, and overall safety on the road | 4 |
| | Sustainable Finance | To provide a foundational understanding of sustainability, sustainable finance, ESG principles, their importance, and the 3Ps model (People, Planet, Profit) as essential elements of responsible financial decision-making. | 4 |
| | Sustainability Reporting | To enhance organizational capability in disclosing transparent, credible, and decision-useful sustainability information | 24 |
| | | The Philippine Sustainable Finance Taxonomy Guidelines | Understanding the framework for determining the environmental and social sustainability of economic activities, guiding stakeholders in making informed investment and financing decisions |
| Technology and Cybersecurity Programs | Agile Project Management | To equip participants with the foundational principles, frameworks, and practices that drive agility in modern project environments | 32 |
| | Artificial Intelligence | To explore the transformative impact of AI across industries, examining both the opportunities it creates for productivity, innovation, and career growth, and the challenges it presents in terms of workforce adaptation, ethical considerations, and organizational change. | 4 |
| | Cybersecurity Essentials | To equip participants with the awareness and skills necessary to maintain secure behavior in an increasingly threat-prone environment. | 8 |
| | Digital Transformation and Regulatory Technology | To equip participants with a comprehensive understanding of how digital tools, data-driven systems, and emerging technologies can enhance operational efficiency, regulatory compliance, and strategic decision-making | 16 |
| | Data Center Structured Cabling | To strengthen participants' understanding of the design, installation, and management of structured cabling within data center environments | 8 |
| | Management Information Systems | To provide participants with a comprehensive understanding of how information systems support organizational operations, decision-making, and strategic planning | 16 |
| | MECM Administration and Troubleshooting | To equip IT professionals with the essential knowledge and hands-on skills required to efficiently administer, manage, and troubleshoot Microsoft Endpoint Configuration Manager (MECM) environments. | 32 |
| | PowerAutomate User Training | To enable users to effectively design, build, and manage automated workflows using Microsoft Power Automate, enhancing productivity, accuracy, and efficiency across organizational processes. | 24 |
| | Sangfor Technology Certification | To equip participants with the technical knowledge, hands-on skills, and practical experience required to deploy, configure, manage, and optimize Sangfor's IT infrastructure solutions | 8 |

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|--|---|---|--|
| | System Administration | To build strong foundational capabilities in managing and maintaining Linux-based environments and to equip participants with essential skills required to operate, configure, secure, and troubleshoot Linux systems effectively | 24 |
| Financial and Investment Programs | Accounting for Non-Accountants | To enhance financial literacy and strengthen organizational capability in understanding and interpreting basic financial information | 16 |
| | Corporate Finance | To strengthen participants' understanding of how financial decisions shape organizational value, sustainability, and long-term performance | 2 |
| | Financial Analysis for Credit Evaluation | To equip learners with the analytical skills needed to make sound, evidence-based credit decisions that support portfolio quality and responsible lending. | 24 |
| | Financial Management | To strengthen participants' ability to plan, control, and make informed decisions about financial resources | 2.5 |
| | Foreign Exchange Regulations | To strengthen participants' understanding of the rules, processes, and responsibilities involved in handling foreign exchange (FX) transactions | 7 |
| | Investment, Trust and Estate Management Seminar (ITEMS) | To acquire comprehensive knowledge and skills in managing investments, trusts, and estates | 2 |
| | Liquidity Management | To equip participants with the knowledge, tools, and techniques required to effectively manage an organization's liquidity position, ensuring the ability to meet financial obligations | 3 |
| | Open Finance Framework | To enhance participants' understanding of how customer-permissioned data sharing transforms financial services | 2.5 |
| | Gender and Development | Gender and Development (GAD) Mainstreaming Orientation | To build foundational awareness and understanding of GAD principles, frameworks, and mainstreaming strategies. |
| Gender and Development (GAD) Focal Point System | | To equip participants with the knowledge, roles, and responsibilities essential to effectively operationalize their organization's GAD mandates | 20 |
| Gender and Development (GAD) Planning and Budgeting | | To equip participants with the essential knowledge and tools required to formulate, implement, and monitor GAD plans and budgets in accordance with national policies and institutional mandates | 16 |
| Gender and Development (GAD): Anti-Sexual Harrasment | | To strengthen employees' awareness of their rights, duties, and responsibilities under laws and organizational policies that address sexual harassment in the workplace. | 16 |