



Training Metrics for 2015

PLDT has an established Training and Development program for all its employees covering behavioral, business skills, telecoms and IP technology, business systems as well as supervisory and leadership training. Annually, it trains its employees on various courses covering the different course categories earlier mentioned. It operates a Telecommunications Training and Education Center (TelTEC) at its Innolab Building in Mandaluyong City where most of the trainings are delivered, and also conducts trainings in its regional offices. TelTEC houses a good number of standard training rooms and technical training laboratories, a well-equipped corporate library, as well as dorm facilities that are being used by employees for training and development activities.

As of December 2015, PLDT's Training Development and Career Center produced 14,321 classroom training graduates and 6,731 computer-based training graduates. Total employees trained numbered 14,558 (Classroom/CBT) (217% of total employee population). Training is delivered by around 39 full time trainers and more than 100 training resource persons coming from line, as well as training service providers from outside PLDT.

Relevant data on training across all employee levels is found in the table below.

	Rank and File	Supervisory	Executive/ Officer	All Employees
Training Hours Clocked	47,132	87,720	5,216	140,068
Training Graduates (Classroom & CBT)	2,732	10,986	840	14,558
Average Training Hours	17	8	6	10
Training Graduates (Classroom & CBT)	2,732	10,986	840	14,558
Total Employees	1,136	5,096	473	6,705
Training Penetration Rate*	240%	216%	178%	217%

* Training graduates/Total Employees

PLDT provides continuous training for its Board and Management. The highlight of this continuing education and communication program is the annual enhancement session which is conducted by internationally-known experts who share their experience, expertise and insights to PLDT's Board and Management. PLDT has organized and conducted ten (10) annual enhancement sessions for the Board since 2007. In 2015, a recognized expert on technology and information law in the Philippines was asked to lead a discussion on data and information governance with the Board, senior management and middle management of PLDT and its subsidiaries and/or affiliate companies. Atty. Jose Jesus M. Disini, Jr., Managing Partner of Disini and Disini Law Offices in the Philippines, shared his expertise on the topic *Data and Information Rules: What Management Should Know* with senior officers and middle managers of PLDT on October 29, 2015. A similar discussion entitled *Data and Information Rules: What the Board Should Know* was conducted by the same speaker for members of the PLDT Board on October 30, 2015. Both talks dealt with data privacy, cybercrime, decisional and informational privacy; and how these issues impact business strategies and corporate governance in this day and age.