

HRODF Contribution to Achieving Philippine Development Objectives

National Economic and Development Authority

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Capacity Development, HRD and OD in National Development

- Capacity building, HRD and OD are mentioned several times in the 2004-2010 Medium Term Philippine Development Plan (MTPDP) as key elements to ensuring the attainment of the Plan objectives

(note that "capacity building" was mentioned at least 35 times; "HRD" was mentioned at least 10 times; and "organizational development/transformation/improvement" was mentioned at least 15 times)

Capacity Development, HRD and OD in National Development

- One goal of the MTPDP is to **strengthen institutional capacity of government** for improved public service delivery, and develop a more effective, ethical and accountable bureaucracy (Chapter 22-Bureaucratic Reforms)

Philippines-Australia Development Assistance Strategy (DAS)

- The 2007-2011 DAS focuses aid interventions on three themes: (i) economic growth, (ii) basic education, and (iii) national stability and human security
 - "Education" is considered as the key not only to personal advancement but also to national development
- GOA and GOP recognize that successful implementation of the DAS **depends on effective national and local government organizations**, thus the need to **strengthen those entities with improved organization capacities** required to sustain reforms

Noteworthy HRODF Features

- Compared with other scholarship and training programs, GOP recognizes the importance of HRODF because of the following features:
 - clear focus **organizational development and change**
 - provides access to broader range of capacity development tools to support change strategies
 - demand driven orientation that responds to priorities articulated by partner institutions/groups
 - development of individual competencies through scholarships and other means/approaches, combined with other integrated capacity development packages to effect change at the organization level

Noteworthy HRODF Features

- Consolidated HR and OD gains through further engagements with partner organizations
- Strong focus on monitoring and evaluation thus progress on organizational changes are accurately measured, thus sustainability is enhanced
- Works with organizations on a longer term basis and ensures that Re-Entry Action Plans (REAPs) meet organizational capacity needs and fit within a program of change within partner organizations

Thank you!!!