

PERSONNEL OFFICERS ASSOCIATION OF THE PHILIPPINES, INC.

No. 9 Biscayne Street, South Fairview, Brgy. Fairview Park, Quezon City
poap_org@yahoo.com, Tel Nos: (02) 8373-3468, 0917-8614273 & 0949-8892016

CERTIFICATE

OF PARTICIPATION

IS AWARDED TO

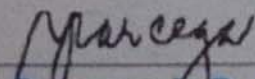


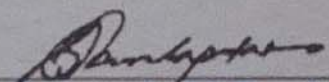
VILLAS, NORBERT JOHN O.

for having completed thirty-two (32) training hours on

Working Towards Personal Effectiveness

*held on September 24-27, 2024
at Grand City Hotel, Cagayan De Oro City*


Dir. Raymundo P. Arcega
Vice-President


Dir. Somerado M. Pandapatan
President



VISAYAS
STATE UNIVERSITY



development academy
of the philippines

CERTIFICATE OF COMPLETION



A CENTURY OF EXCELLENCE

1924-2024

is given to

NORBERT JOHN O. VILLAS

for having completed the
Strategic Foresight-Scenario Building Training Workshop
held on July 15-19, 2024, at the RDE Hall, Visayas State University.

Given this 19th day of July 2024
at the Visayas State University.

ALAN S. CAJES, PhD

Senior Executive Fellow and

Vice President for Corporate Concerns Center of the
Development Academy of the Philippines

PROSE IVY G. YEPES, EdD

University President



CERTIFICATE OF COMPLETION

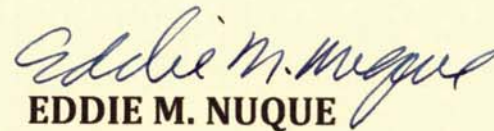


is given to


NORBERT JOHN O. VILLAS

for having completed the University
Strategic Planning Training Workshop held on July 22-26, 2024
at the RDE Hall, Visayas State University.

Given this 26th day of July 2024
at the Visayas State University.


EDDIE M. NUQUE

Coach and Resource Person
Senior Fellow, DLSU SDG City Lab


PROSE IVY G. YEPES EdD
University President



CERTIFICATE OF ATTENDANCE

is hereby given to

NORBERT JOHN O. VILLAS

for having attended the ISO 9001:2015 Awareness/Re-awareness Seminar
conducted on August 30 & 31, 2022 at the VSU RDE Hall.

Given this 30th day of August 2022 at the
Visayas State University, ViSCA, Baybay City, Leyte.

EDGARDO E. TULIN
President



COMMISSION ON HIGHER EDUCATION

REGIONAL OFFICE XI

CERTIFICATE OF APPEARANCE

This is to certify that

has appeared in the Orientation on CMO No. 10 s. 2023, "Enhanced Policies, Standards and Guidelines on Student Internship Abroad Program (SIAP)" held on October 26, 2023, at the Acacia Hotel, Davao City.

Given this 26th day of October 2023, at Davao City, Philippines.

MARICAR R. CASQUEJO, PhD, CESO III

Director IV



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF ATTENDANCE

is hereby given to

NORBERT JOHN O. VILLAS

for having attended during the ISO 9001:2015 Awareness & Re-awareness Webinar
conducted on August 29, 2023.

Given this 29th day of August 2023 at the Visayas State University,
ViSCA, Baybay City, Leyte.

EDGARDO E. TULIN

President



DICT
DEPARTMENT OF INFORMATION AND
COMMUNICATIONS TECHNOLOGY

This

Certificate of Completion

is hereby given to

NORBERT JOHN VILLAS

for satisfactorily complying all the necessary requirements for the DIGITALJOBSPH Technical Training – Digital Marketing & E-Commerce Course, a nine-week blended learning which aims to equip the students with ICT technical skills for the online freelancing industry.

DIGITALJOBSPH TECHNICAL TRAINING

Providing Digital Opportunities in the Countryside



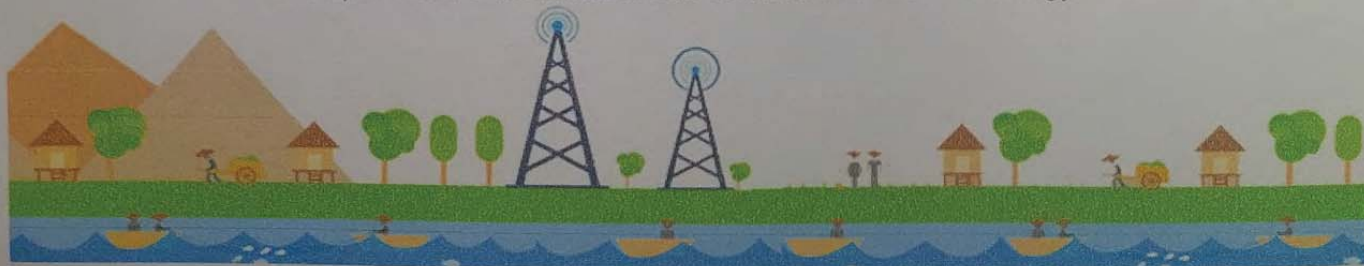
• Digital Marketing & E-Commerce Course •

Branding for Companies, Products, & Services
Web Development
Product Photography & Content Writing
Customer Relationship Management and Email Follow Through
Data Privacy and Cybercrime Law and Digital Marketing Ethics
Search Engine Optimization and E-mail Marketing
Social Media Content Planning and and Calendar
Business Blogging
Social Media Content Creation
Building a Freelancer Profile

Given this 5th day of November 2019 at Legislative Building, Baybay City, Leyte

ENGR. LEO CIPRIANO URBIZTONDO, JR., PECE

OIC – Office of the Regional Director, Field Operations Office – Visayas Cluster 2
Department of Information and Communications Technology





CERTIFICATE OF PARTICIPATION

This certificate is presented to

Norbert John O. Villas

For demonstrating commendable commitment and active participation during the
"Seminar Workshop on Basic Records and Archives Management (BRAM)"
on July 30-31, 2024, at the VSU Convention Center, Visayas State University, Baybay City,
Leyte.

A handwritten signature in blue ink, appearing to read "Honey".

HONEY SOFIA V. COLIS
Director, HRMO





VSU-Agriculture and Food
Technology Business Incubator

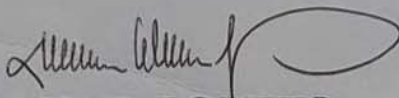
Certificate of Participation

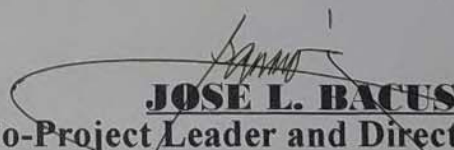
is presented to

NORBERT JOHN O. VILLAS

for actively participating in the 4-day bootcamp on Agriculture and Food Technologies, held at Visayas State University, Agriculture & Food Technology Business Incubator Building, Visca, Baybay City, Leyte on July 16-19, 2019.

Given this 19th day of July 2019


ALAN B. LORETO
Project Leader


JOSE L. BACUSMO
Co-Project Leader and Director for Research

Republic of the Philippines
OFFICE OF THE PRESIDENT
COMMISSION ON HIGHER EDUCATION
Office of Student Development and Services



CERTIFICATE OF PARTICIPATION

is presented to

Norbert John O. Villas

*for participating in the National Public Orientation on
**CMO No. 10 s. 2023: "Enhanced Policies, Standards & Guidelines (PSGs)
on Student Internship Abroad Program (SIAP)" for the Visayas and Mindanao Clusters.***

*Given this 26th day of October, 2023 at
Acacia Hotel, Davao City.*

EDNA IMELDA F. LEGAZPI

Director IV

Office of Student Development and Services



CERTIFICATE

OF PARTICIPATION

is awarded to

Norbert John O. Villas

For his active participation during the conduct of the activity
entitled "Design Thinking Workshop"
on December 13-14, 2023.

Given this 14th day of December 2023 at the
Visayas State University, Visca, City of Baybay, Leyte.

A blue ink signature of Rotacio S. Gravoso, written in a cursive style.

ROTACIO S. GRAVOSO
DIRECTOR, QAC & ASST. QMO

A blue ink signature of Aleli A. Villocino, written in a cursive style.

ALELI A. VILLOCINO
QUALITY MANAGEMENT OFFICER

REPUBLIC OF THE PHILIPPINES
OFFICE OF THE PRESIDENT
COMMISSION ON HIGHER EDUCATION



PADS PHILIPPINE
ANTI-ILLEGAL DRUGS
STRATEGY

CERTIFICATE OF PARTICIPATION

is given to

NORBERT JOHN ORTEGA VILLAS

for participating in the
"Workshop on the Development of Drug-Free Learning Institutions"
held in Iloilo City from July 20-21, 2023.

Given this 21st day of July, 2023 in Davao City.

EDNA IMELDA F. LEGAZPI

Director IV

Office of Student Development and Services



CERTIFICATE

OF PARTICIPATION

is awarded to

Norbert John O. Villas

For his active participation during the conduct of the activity entitled "Unlocking Excellence:
The 5S Revolution for Clerks and Heads at Visayas State University"
on November 29, 2023.

Given this 29th day of November 2023 at the
Visayas State University, Visca, City of Baybay, Leyte.

A blue ink signature of Daniel Leslie S. Tan is written above the name.

DANIEL LESLIE S. TAN
OIC-PRESIDENT



CERTIFICATE

OF PARTICIPATION

is presented to

Norbert John O. Villas

(8-hour Training)

For demonstrating commendable commitment and active participation during the "**HRIS Software Onboarding**" on December 6, 2023 via Zoom at the Visayas State University, Baybay City, Leyte.



Homes

HONEY SOFIA V. COLIS
Director, HRMO



Regional Development Council VIII-Advocacy Subcommittee

Certificate OF COMPLETION

This certificate is proudly presented to:

Norbert John Ortega Villas

for completing the course, **“Cybersecurity and Digital Literacy,”** during Session 3 of the Tuesday Series: Communication and Advocacy Training for Information Officers of RDC Member Agencies on 21 June 2022.

Given on the 21st day of June 2022, via Zoom.

DIR. VENUS L. GARCIA

Chairperson, RDC VIII-Advocacy Subcommittee and
Regional Director, PIA VIII



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ADVANCING THE PH DIGITAL AGENDA





Personnel Officers Association of the Philippines, Inc.

A Civil Service Commission (CSC)-Accredited Learning and Development Institution

No. 9 Biscayne Street, South Fairview, Brgy Fairview Park, Quezon City
poap_org@yahoo.com Tel Nos: (02) 8373-3468, 0917-861-4273 & 0949-889-2016

CERTIFICATE OF PARTICIPATION

is awarded to

Norbert John Ortega Villas

for having completed twenty-four (24) training hours

PROBLEM SOLVING AND DECISION-MAKING

October 26 - 28, 2022

Given this 28th day of October, 2022


SOMERADO M. PANDAPATAN
PRESIDENT



Regional Development Council VIII-Advocacy Subcommittee

Certificate OF COMPLETION

This certificate is proudly presented to:

Norbert John Ortega Villas

for completing the course, **"Essentials of Canva,"** during Session 5 of the Tuesday Series: Communication and Advocacy Training for Information Officers of RDC Member Agencies on 5 July 2022.

Given on the 5th day of July 2022, via Zoom.

DIR. VENUS L. GARCIA

Chairperson, RDC VIII-Advocacy Subcommittee and
Regional Director, PIA VIII



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SUSTAIN
ADVANCING THE PIVOTAL AGENDA





Regional Development Council VIII-Advocacy Subcommittee

Certificate OF COMPLETION

This certificate is proudly presented to:

Norbert John Ortega Villas

for completing the course, "**Essentials of OBS,**" during Session 6 of the Tuesday Series: Communication and Advocacy Training for Information Officers of RDC Member Agencies on 12 July 2022.

Given on the 12th day of July 2022, via Zoom.

DIR. VENUS L. GARCIA

Chairperson, RDC VIII-Advocacy Subcommittee and
Regional Director, PIA VIII



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