

# CERTIFICATE OF COMPLETION



A CENTURY OF EXCELLENCE  
1924-2024

is given to

**NORBERT JOHN O. VILLAS**

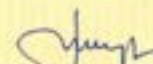
for having completed the  
Strategic Foresight-Scenario Building Training Workshop  
held on July 15-19, 2024, at the RDE Hall, Visayas State University.

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

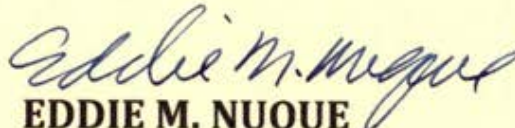


is given to


## 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 30<sup>th</sup> day of August 2022 at the  
Visayas State University, ViSCA, Baybay City, Leyte.

A handwritten signature in blue ink, which appears to read 'Edgardo E. Tulin'.

**EDGARDO E. TULIN**  
President



COMMISSION ON HIGHER EDUCATION

REGIONAL OFFICE XI

## CERTIFICATE OF APPEARANCE

This is to certify that

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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 to the Countryside*



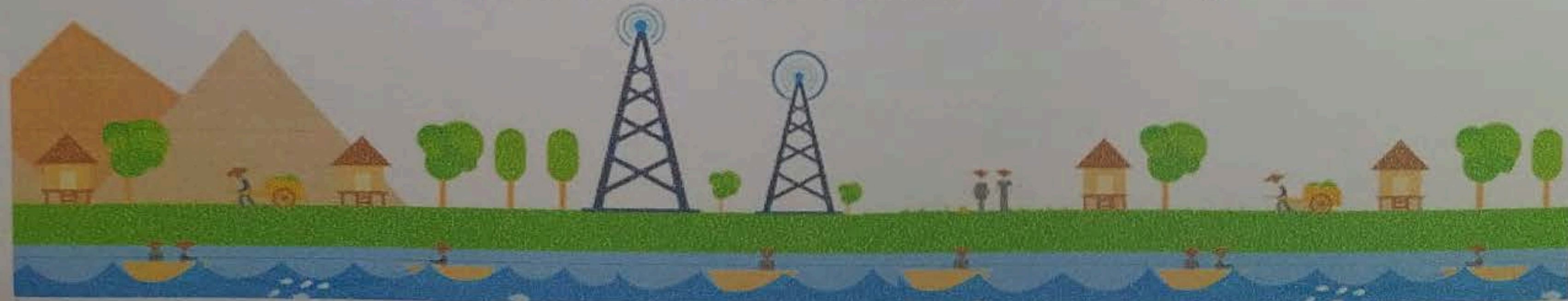
• Digital Marketing & E-Commerce Course •

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 5<sup>th</sup> day of November 2019 at Legislative Building, Baybay City, Leyte

**ENGR. LEO CIPRIANO L. URBIZTONDO, JR., PECE**

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







VSU-Agriculture and Food  
Technology Business Incubator

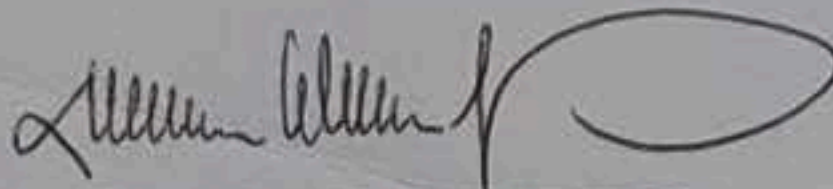
# *Certificate of Participation*

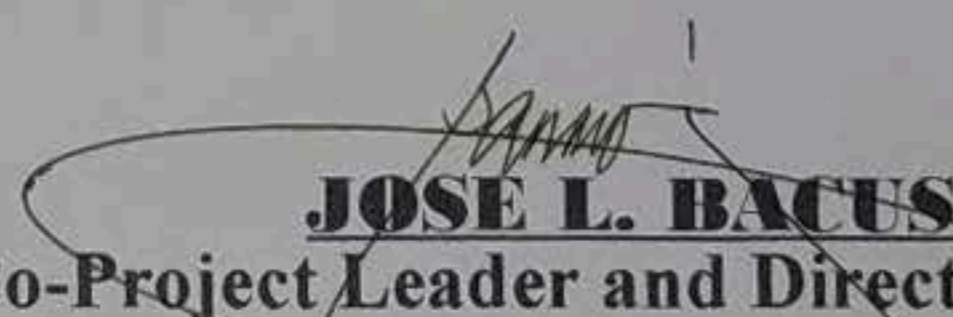
*is presented to*

## **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.*

A handwritten signature in blue ink, appearing to read "E. Legazpi", is placed above the printed name of the official.

**EDNA IMELDA F. LEGAZPI**

*Director IV*

*Office of Student Development and Services*





# CERTIFICATE

## OF PARTICIPATION

*Is awarded to*

*Norbert John O. Villas*

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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 printed name.

**DANIEL LESLIE S. TAN**  
OIC-PRESIDENT





# CERTIFICATE

## OF PARTICIPATION

is presented to

**Norbert John O. Villas**

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(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.

A handwritten signature in blue ink, which appears to read "Honey", is positioned above the printed name of the official.

**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







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





Regional Development Council VIII-Advocacy Subcommittee

# Certificate OF APPRECIATION

This certificate is proudly presented to:

**JANA THALIA C. ALANO**

---

for providing her knowledge and expertise to participants of 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







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





Regional Development Council VIII-Advocacy Subcommittee

# Certificate OF APPRECIATION

This certificate is proudly presented to:

**JANA THALIA C. ALANO**

---

for providing her knowledge and expertise to participants of 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







# 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