



# PROGRAMA ANUAL DE CURSOS (PAC 2021) PARA EL PERSONAL ADMINISTRATIVO DE BASE DE LA UNAM

SECRETARÍA ADMINISTRATIVA  
DIRECCIÓN GENERAL DE PERSONAL  
DIRECCIÓN DE ADMINISTRACIÓN DE PERSONAL



**GACETA  
UNAM**

**Suplemento Especial**

Ciudad Universitaria, 17 de junio de 2021



## COMISIÓN MIXTA PERMANENTE DE CAPACITACIÓN Y ADIESTRAMIENTO



### Acuerdo No. 1472

En Ciudad Universitaria, Cd. Mx., siendo las 12:00 horas del día 08 de junio del año dos mil veintiuno reunida la Comisión Mixta Permanente de Capacitación y Adiestramiento (CMPCA), en su sede situada en la Subdirección de Capacitación y Desarrollo (SCD), sita en el edificio "A" de la Dirección de Relaciones Laborales ubicado en el Costado Norte del Estadio Olímpico México 68, Cd. Mx., C.P. 04510, los integrantes de dicha Comisión por parte de la Universidad Nacional Autónoma de México (UNAM), el Dr. Eduardo Trujillo Sánchez, la Lic. Verónica Medel Martínez y la Mtra. Karina Jazmín Lucio de la Rosa; por parte del Sindicato de Trabajadores de la Universidad Nacional Autónoma de México (STUNAM), el TUM. Martín Godínez Piña y la C. Margarita Herrera Díaz, con fundamento en los Artículos 3º y 123 apartado "A" de la Constitución Política de los Estados Unidos Mexicanos, el Artículo 132 Fracción XV, y Artículos 153-A al 153-X y demás disposiciones aplicables de la Ley Federal del Trabajo, así como lo establecido en las cláusulas 4, 50, 51, 52, 106, transitoria vigésimo cuarta y demás relativas del Contrato Colectivo de Trabajo para el Personal Administrativo de Base, y en el marco del Plan de Capacitación y Adiestramiento para el Personal Administrativo de Base de la UNAM, con el propósito de integrar el **Programa Anual de Cursos 2021** sin menoscabo de lo anterior, ha determinado los siguientes:

### ACUERDOS

**PRIMERO.** - El Programa Anual de Cursos 2021 (PAC 2021) comprende los subprogramas de: Promoción Escalonaria, Actualización y Adiestramiento, Cómputo, Desarrollo Humano y Superación Personal, Prejubilatorio y Formación de Instructores Internos; los cursos de estos subprogramas podrán ser Presenciales y/o a Distancia (en Línea, por Videoconferencia, Video Tutoriales o cualquier otro medio Tecnológico que se tenga disponible). Asimismo, el PAC 2021 comprende el Programa de Enseñanza Abierta para Adultos.

**SEGUNDO.** - El PAC 2021 considera las acciones de capacitación que realizará la CMPCA, en su Sede Central, a través de la SCD, así como aquellas que se lleven a cabo en cualquier Entidad y/o Dependencia (sedes alternas, habilitadas y foráneas) al amparo del Esquema de Capacitación Desconcentrado.

En particular, las trabajadoras y los trabajadores de las Dependencias y/o Entidades Foráneas serán capacitados a Distancia mediante alguno de los medios Tecnológicos que se señalan en el punto "Primero" del presente documento, acorde a las necesidades institucionales, y en la medida de sus posibilidades técnicas y operativas; en caso de que no existieran dichas posibilidades, la CMPCA dará alternativas de solución que permitan que las trabajadoras y los trabajadores se capaciten en los cursos en los cuales sean seleccionados.

**TERCERO.** - La CMPCA es la máxima instancia en capacitación y la única facultada para dictaminar la incorporación de las trabajadoras y los trabajadores a los cursos del Programa Anual de Capacitación respectivo, Central y en el Esquema Desconcentrado, atendiendo en todo momento a los requisitos, lineamientos y criterios de selección determinados por ésta para cada curso en particular.

La inscripción a cualquier curso no constituye una garantía de que la trabajadora o el trabajador sea aceptado en el mismo. La CMPCA integrará los grupos respectivos, seleccionando a las trabajadoras y los trabajadores que se hayan inscrito en tiempo y forma y que hayan cubierto los requisitos conforme al tipo de curso, de mayor a menor antigüedad laboral, de conformidad con lo establecido en el Plan de Capacitación y Adiestramiento 2018-2019, prorrogable para el bienio 2020-2021, y en las condiciones que establecen las cláusulas 50 y 51 numeral 5 del Contrato Colectivo de Trabajo (CCT).

**CUARTO.** - Una vez que la CMPCA haya dictaminado favorablemente la incorporación de las trabajadoras y los trabajadores en algún curso, las Secretarías, Jefaturas de Unidad y/o Delegaciones Administrativas deberán otorgar las facilidades necesarias para que éste asista al mismo, considerando el tiempo de desplazamiento del centro de trabajo al lugar donde se imparte el curso y viceversa, aplicando las disposiciones normativas establecidas en el CCT, coadyuvando así a que las trabajadoras y los trabajadores cumplan con lo establecido en la Ley Federal del Trabajo (LFT).

**QUINTO.** - Los requerimientos institucionales que pudieran dificultar la participación de alguna trabajadora o trabajador en un curso deberán ser manifestados por escrito bilateralmente por la Subcomisión Mixta de Capacitación y Adiestramiento (SMCA) a la CMPCA; lo anterior para resolver lo conducente.

**SEXTO.** - La asistencia de una trabajadora o trabajador a un curso de capacitación o adiestramiento deberá prever, por parte de la administración de su Entidad y/o Dependencia de adscripción, la no afectación de sus derechos laborales y salariales determinados en la cláusula 68 del CCT y el Programa de Calidad y Eficiencia en el Trabajo, entre otros.

**SÉPTIMO.** - La inscripción a los cursos se realizará mediante el Sistema de Inscripción en Línea (vía internet), al amparo de las especificaciones determinadas en los presentes Acuerdos para cada Subprograma.

#### **OCTAVO. - PROGRAMA CENTRAL.**

##### **I.- CURSOS DE PROMOCIÓN ESCALAFONARIA**

- a. Debido a las restricciones impuestas por el confinamiento derivado de la pandemia SARS COV-2 (COVID-19) y establecido en los Convenios específicos firmados bilateralmente, a partir de marzo del año pasado se imposibilitó la impartición de los cursos presenciales contemplados en el PAC 2020, quedando éstos inconclusos o no iniciados retomando el mayor número de cursos posibles en función de las aulas y tiempo disponibles en el PAC 2021.

La CMPCA ha determinado que para los cursos que quedaron inconclusos del PAC 2020 dentro de este Subprograma, la CMPCA los retomará a partir del último módulo concluido, los grupos seguirán conformados con las trabajadoras y los trabajadores que de origen pertenecían a los mismos y que hayan acreditado (en términos del Acuerdo 612).

Con respecto a los cursos que estaban programados y por iniciar del PAC 2020 considerados en este PAC 2021, que no se llevaron a cabo por las mismas causas señaladas en el primer párrafo de este inciso, la CMPCA los retomará integrando los grupos respectivos, seleccionando a las trabajadoras y los trabajadores que se hayan inscrito en tiempo y forma en el PAC 2020, conforme a la convocatoria correspondiente y que hayan cubierto los requisitos generales y específicos establecidos por la CMPCA.

- b. Para el caso de los cursos de **Jefe de Taller y Jefe de Biblioteca**, la inscripción en línea a estos cursos se realizará del **16 al 20 de junio de 2021**, en la página electrónica: <https://www.personal.unam.mx>, Menú principal, opción Servicios al Personal, en Oficina Virtual capturar su RFC y NIP; identificar el menú "Inscripción y Registro" seleccionar opción Solicitud de Inscripción a Cursos, Personal Administrativo.

Una vez realizada la inscripción, la trabajadora o el trabajador deberá imprimir el comprobante correspondiente, anexándole un juego de copias legibles de los documentos que se soliciten como requisito específico según el curso de que se trate, así sea para el mismo curso solicitado en distintas fechas. El Comprobante de Inscripción, junto con los documentos antes referidos, deberá ser entregado a la CMPCA, a través de la SMCA o personalmente por la trabajadora o trabajador interesado, debidamente firmado por quienes aparecen en el área designada para tal fin. Éstos tendrán la obligación de firmarlo para su debido conocimiento y visto bueno, ya que, el no hacerlo, no limitará la participación del trabajador en algún curso en el que fuera dictaminado favorablemente por la CMPCA. En su caso, se estará a lo dispuesto en el **QUINTO** punto de acuerdo del presente instrumento.

El Comprobante de inscripción y los documentos señalados en el inciso anterior, serán recibidos en el Edificio C de la Dirección de Relaciones Laborales, entrada al auditorio, **del 26 al 30 de julio de 2021, de 10:00 a 14:30 y de 17:30 a 19:00 horas, de lunes a viernes.**

- c. Para los casos de **Recursamiento**, se deberá agregar copia del documento por el cual la trabajadora o el trabajador solicita a la CMPCA dicha situación.

- d. Para saber el estado de los cursos que solicitó, la trabajadora o el trabajador deberá consultar el Sistema de Inscripción en Línea (vía internet) en la página electrónica: <https://www.personal.unam.mx>, Menú principal, opción Servicios al Personal, en Oficina Virtual capturar su RFC y NIP; identificar el menú "Inscripción y Registro" seleccionar opción Solicitud de Inscripción a Cursos, Personal Administrativo, dentro de los 10 días hábiles antes de la fecha de inicio del curso en cuestión y, en caso de haber sido "Aceptado", deberá presentarse en la fecha, hora y lugar indicados con su credencial de trabajadora o trabajador, **la cual es necesaria para registrar su asistencia durante el curso**, y llevar el material necesario para iniciar las sesiones como: *lápiz, pluma, goma, sacapuntas, cuaderno, etc.* (Acuerdo No. 612, Capítulo II "De la Participación en los Cursos", letra C).

La SMCA de cada Entidad y/o Dependencia podrá conocer y realizar el seguimiento de los cursos registrados por las trabajadoras o los trabajadores en el Sistema de Inscripción en Línea (vía internet), y podrán apoyar a las o los interesados dándoles a conocer el dictamen de la CMPCA y, de manera particular, para que la Unidad Administrativa correspondiente esté en condiciones de tomar las previsiones necesarias para que el área de trabajo sea atendida oportunamente.

Las Secretarías, Jefaturas de Unidad y/o Delegaciones Administrativas de su Entidad y/o Dependencia, serán responsables de proporcionar a cada uno de las y los integrantes de la SMCA una clave que, junto con su número de trabajadora o trabajador, les permitirá acceder al Sistema antes referido, en la página de la Dirección General de Personal <https://www.personal.unam.mx>, Menú: Servicios Institucionales, Opción: Directorio Subcomisiones Base.

En el caso de la representación STUNAM de las SMCA deberán ingresar a la opción denominada **Consulta Inscripciones SMCA**.

Una vez que la trabajadora o el trabajador ha sido “Aceptado” en cualquiera de los cursos de Promoción Escalafonaria que solicitó, se cancelará su participación en todos los demás de este mismo Subprograma.

- e. La CMPCA, con el propósito de atender el proceso de Unidad Escalafonaria de las Entidades y/o Dependencias, analizará y resolverá aquellas solicitudes de incorporar a las trabajadoras y trabajadores de las áreas bajo su responsabilidad, a cursos de Promoción Escalafonaria que coincidan con alguno de los cursos previstos en el PAC 2021, con base en las necesidades institucionales de capacitación que bilateralmente presenten las SMCA correspondientes. En caso de ser necesario, la CMPCA analizará la impartición de un curso específico para atender estas situaciones, previo acuerdo bilateral. Dichas peticiones deberán realizarse con una anticipación mínima de **40 días hábiles** al inicio del curso en cuestión, con la justificación pertinente, indicando el número de plazas que se busca cubrir. Una vez determinado lo conducente, se dará preferencia a las trabajadoras y los trabajadores que se encuentren registrados en el Sistema de Inscripción en Línea en orden de mayor a menor antigüedad laboral con base a lo establecido en el punto tercero del presente acuerdo.
- f. Las trabajadoras y los trabajadores que participen en un curso de Promoción Escalafonaria del presente Programa Anual de Cursos, independientemente del resultado obtenido, podrán volver a participar en otro curso de Promoción Escalafonaria distinto a éste hasta el Programa Anual de Cursos **2023**, salvo causas estrictamente justificadas que analizará y resolverá la CMPCA, según sea el caso, previo cumplimiento de los requisitos establecidos por la misma.
- g. La CMPCA se reserva el derecho de cubrir los lugares de las trabajadoras y los trabajadores que, habiendo sido “Aceptados”, no se presenten en los primeros **dos** días del curso en cuestión, a excepción de los ocho cursos que quedaron inconclusos del PAC 2020 (Auxiliar de Contabilidad, Analista, Jefe de Sección, Jefe de Servicio, Laboratorista, Oficinista de Servicios Escolares, (2) Oficial de Servicios Administrativos y Secretario) donde los grupos seguirán conformados con las trabajadoras y los trabajadores que de origen pertenecían al mismo, para quienes aplica el Acuerdo 612 (de existir una situación extraordinaria la CMPCA determinará lo procedente en lo particular para cada caso).

**SUBPROGRAMA DE PROMOCIÓN ESCALAFONARIA PRESENCIAL  
CURSOS INCONCLUSOS DEL PAC 2020**

CURSO	No.
Analista (ET01-R10)	1
Auxiliar de Contabilidad (A13-R8)	1
Jefe de Sección (A05-R11)	1
Jefe de Servicio (A06-R12)	1
Laboratorista (*NED) (ET17-R10)	1
Oficial de Servicios Administrativos (A25-R6) y Secretario (A09-R7)	2
Oficinista de Servicios Escolares (A22-R8)	1
<b>Subtotal del Subprograma de Promoción Escalafonaria Presencial Inconclusos en el PAC 2020</b>	<b>8</b>



**SUBPROGRAMA DE PROMOCIÓN ESCALAFONARIA PRESENCIAL  
CURSOS RETOMADOS DEL PAC 2020**

CURSO	REQUISITOS ESPECÍFICOS	No.
Almacenista (A02-R6)	<b>Por puesto.</b> Archivista, Oficial Administrativo o Telefonista. <b>Por escolaridad.</b> Copia del Certificado de Secundaria concluida. Todos con constancia de Introducción al Cómputo.	1
Auxiliar de Laboratorio (*NED) (ET50-R6)	<b>Por puesto.</b> Ayudante de Imprenta, Capturista de Datos u Operador de Máquina de Contabilidad. <b>Por escolaridad.</b> Copia del Certificado de Secundaria concluida. Todos con constancia de Introducción al Cómputo.	1
Bibliotecario (*NED) (ET06-R10)	<b>Por puesto.</b> Corrector, Dibujante, Programador, Psicotécnico o Técnico. <b>Por escolaridad.</b> Copia del Certificado de Bachillerato concluido o equivalente; o Carrera Técnica en el área no menor a 3 años, con el Certificado de Secundaria concluida; o historial académico de Licenciatura con sello oficial original con fecha no mayor a 45 días antes del inicio del curso. Todos con constancia de Word 1.	1
Jardinero (O18-R4)	<b>Por puesto.</b> Peón o Ayudante de Conservación. <b>Por escolaridad.</b> Primaria.	1
Jefe Administrativo (A03-R11)	<b>Por puesto.</b> Analista. <b>Por escolaridad.</b> Copia del Certificado de Bachillerato concluido o equivalente; o historial académico de Licenciatura con sello oficial original con fecha no mayor a 45 días antes del inicio del curso. Todos con constancia de Word 1.	1
Jefe de Laboratorio (*NED) (ET16-R14)	<b>Por puesto.</b> Laboratorista con Preparatoria y 3 años de antigüedad en el puesto (presentar copia de la forma única) o trabajadores con el 75% en cualquier Licenciatura y haber obtenido la aptitud en el Curso de Promoción de Laboratorista. Asimismo, haber sido Laboratorista con una antigüedad en el puesto no menor a 3 años. <b>Por escolaridad.</b> Copia del documento que acredite el 50% de la licenciatura en las áreas de FísicoMatemáticas y Químico-Biológicas. Todos con constancia de Word 1.	1
Multicopista (A11-R6)	<b>Por puesto.</b> Telefonista, Oficial Administrativo, Archivista. <b>Por escolaridad.</b> Copia del Certificado de Secundaria concluida. Todos con constancia de Introducción al Cómputo.	1
Oficial de Transporte (AA03-R7)	<b>Por escolaridad.</b> Copia del Certificado de Primaria concluida. Licencia tipo "A" vigente al momento de participar en el curso.	1
Oficial de Transporte Especializado (EO9-R8)	<b>Por puesto.</b> Oficial de Transporte, Vigilante Operador de Unidad Móvil. <b>Por escolaridad.</b> Copia del Certificado de Primaria concluida. Todos con licencia tarjetón tipo "B" o "C" con vigencia mínima de 10 días hábiles antes de iniciar el curso y 30 días hábiles después de haber concluido el mismo. (Acuerdo de la CMPCA No. 150, de fecha 14 de febrero de 2005).	1
Supervisor (A15-R7)	<b>Por puesto.</b> Almacenista, Auxiliar de Inventarios, Oficial de Servicios Administrativos. <b>Por escolaridad.</b> Certificado de secundaria. Todos con constancia de Introducción al Cómputo.	1
Vigilante (AA04-R5)	<b>Por escolaridad.</b> Certificado de Primaria concluida.	1
<b>Subtotal del Subprograma de Promoción Escalafonaria Presencial</b>		<b>11</b>

(\*NED) Nueva Estrategia Didáctica.

SUBPROGRAMA DE PROMOCIÓN ESCALAFONARIA PRESENCIAL  
CURSOS PROPIOS DEL PAC 2021

CURSO	REQUISITOS ESPECÍFICOS	No.
Jefe de Biblioteca (ET14-R14)	<b>Por puesto:</b> Bibliotecario con preparatoria concluida; o trabajadores que hayan sido Bibliotecarios con el 75% en cualquier Licenciatura; o trabajadores que desempeñen algún puesto de Jefatura en las Bibliotecas y que hayan laborado como Bibliotecarios. En todos los casos anteriores, con 3 años de antigüedad en el puesto (presentar copia de forma única) y copias de las Constancias de los cursos de Manejo de los Sistemas Automatizados o Catálogos en Línea y Préstamo Automatizado o Automatización del Servicio Bibliotecario o trabajadores que hayan obtenido la aptitud al puesto de Bibliotecario en curso de Promoción con el 75% en cualquier Licenciatura. <b>Por escolaridad*.</b> Copia de documento que acredite el 50% de la Licenciatura en Biblioteconomía/Bibliotecología.	1
Jefe de Taller (EO03-R13)	<b>Por puesto.</b> Jefe de Sección de Imprenta, Técnico Electromecánico, Técnico en Electrónica, Técnico Mecánico de Precisión o Técnico en Fabricación de Aparatos y Equipos de Investigación con 3 años de antigüedad en el puesto (presentar copia de la forma única); o desempeñarse como Oficial en la Rama Especializada Obrera con Carrera Técnica en el área y Certificado de Secundaria concluida. <b>Por escolaridad*.</b> Copia del certificado de Bachillerato concluido o equivalente. Todos con constancia de Word 1.	1
Subtotal del Subprograma de Promoción Escalafonaria Presencial Cursos Propios del PAC 2021		2
Subtotal del Subprograma de Promoción Escalafonaria Presencial		21

PROMOCIÓN ESCALAFONARIA A DISTANCIA (en Línea)

Para los cursos de promoción escalafonaria en el esquema a distancia la inscripción y selección de participantes, requisitos específicos y lineamientos generales, aplicará lo dispuesto en el apartado de cursos presenciales.

Para la impartición de los cursos de promoción escalafonaria en esta modalidad, serán las SMCA las responsables de solicitar a la CMPCA agendar la impartición de alguno de los cursos previstos en este apartado, previo cumplimiento de las especificaciones técnicas requeridas.

CURSO	REQUISITOS ESPECÍFICOS	No.
Jefe de Oficina (A04-R12)	<b>Por puesto.</b> Jefe Administrativo, Jefe de Sección. <b>Por escolaridad.</b> Copia del Certificado de Bachillerato concluido o equivalente; o Carrera Técnica o Carrera Comercial en el área no menor a 3 años, en ambos casos con el Certificado de Secundaria concluida; o historial académico de Licenciatura con sello oficial original con fecha no mayor a 45 días antes del inicio del curso. Todos con constancia de Word 1.	1
Técnico (ET29-R9)	<b>Por puesto.</b> Auxiliar de Servicios Geofísicos, Operador de Aparatos Audiovisuales. <b>Por escolaridad.</b> Copia del Certificado de Bachillerato concluido o equivalente; o Carrera Técnica o Comercial no menor a 3 años, en ambos casos con el Certificado de Secundaria concluida; o historial académico de Licenciatura con sello oficial original con fecha no mayor a 45 días antes del inicio del curso. Todos con constancia de Word 1.	1
Subtotal del Subprograma de Promoción Escalafonaria a Distancia		2
Total del Subprograma de Promoción Escalafonaria (Presencial y a Distancia)		23

Dudas y comentarios llamar al Departamento de Planeación de la Capacitación a los teléfonos 5622-2645 y 5622-2824 o al correo electrónico:

● [cmeses@dgp.unam.mx](mailto:cmeses@dgp.unam.mx)

Para más información visitar la página: <http://caplin.dgp.unam.mx/CMPCA/index.php>.

- h. Para las trabajadoras y los trabajadores que tengan el puesto de Oficial de Servicios Administrativos, cuenten con la Carta de Aptitud expedida por la Comisión Mixta Permanente de Escalafón de esta categoría o hayan obtenido la Constancia de Aptitud del mismo puesto por curso de Promoción Escalonaria, conforme al Acuerdo 427 de la CMPCA, podrán utilizar el formato interno y presentarlo debidamente requisitado para solicitar ser incluidos en alguno de los cursos de los temas complementarios para obtener la constancia de aptitud de Secretario, que son: Taquigrafía, Técnicas para el Buen Desempeño Secretarial, Elaboración de Documentos Oficiales con Herramientas de Word y Organización de Archivos. De acuerdo a la demanda, la CMPCA estructurará cursos adicionales a los calendarizados en el presente Programa al amparo del Subprograma de Desarrollo Humano y Superación Personal de las temáticas antes mencionadas.
- i. **Para los casos específicos del puesto de Técnico, las Entidades y/o Dependencias deberán enviar a la CMPCA un escrito firmado bilateralmente por la SMCA, máximo el 20 de agosto del año 2021, con las funciones específicas que desarrollan en sus áreas de trabajo; lo anterior, para estar en posibilidad de estructurar un curso, de ser el caso, que se ajuste a sus necesidades, o bien, canalizar a las trabajadoras y los trabajadores con un capacitador externo.**
- j. Los cursos para los puestos no considerados en este apartado se atenderán de manera particular en función de las necesidades de capacitación planteadas a la CMPCA por las SMCA, mediante acuerdo bilateral y de conformidad con lo que establece en la materia el CCT para el Personal Administrativo de Base vigente.
- k. La CMPCA atenderá las solicitudes del cónyuge, hijas o hijos de las trabajadoras y los trabajadores, de conformidad con la cláusula 51 del CCT, numeral 9, inciso b.

## II.-CURSOS DE ACTUALIZACIÓN Y ADIESTRAMIENTO, CÓMPUTO, DESARROLLO HUMANO Y SUPERACIÓN PERSONAL Y PREJUBILATORIO:

- a. La inscripción en línea a estos cursos se realizará a partir del **21 de junio de 2021 y hasta 30 días naturales antes del inicio del curso** <https://www.personal.unam.mx>, Menú principal, opción Servicios al Personal, en Oficina Virtual capturar su RFC y NIP; en el menú horizontal seleccionar opción Capacitación.
- b. Para conocer el estado de los cursos que solicitó, la trabajadora y el trabajador deberá consultar el Sistema de Inscripción en Línea (vía internet) que señala el inciso anterior, dentro de los 10 días hábiles antes de la fecha de inicio del curso, en la siguiente página electrónica <https://www.personal.unam.mx>, menú Servicios al Personal, Oficina Virtual, rubro Capacitación y, en caso de haber sido “Aceptado”, deberá imprimir el comprobante de inscripción, presentarse en la fecha, hora y lugar indicados con su credencial de trabajadora o trabajador **la cual es necesaria para registrar su asistencia durante el curso**, y llevar el material necesario para iniciar las sesiones como: *lápiz, pluma, goma, sacapuntas, cuaderno, etc.* (Acuerdo No. 612, Capítulo II “De la Participación en los Cursos”, letra C); asimismo, llevará impreso el **Comprobante de Inscripción** debidamente firmado, el cual deberá entregar el primer día del curso en el Aula correspondiente, al personal de apoyo que le pase asistencia, quien será asignado por el Departamento de Programación y Desarrollo de Cursos.
- c. La SMCA de cada Entidad y/o Dependencia podrá conocer y realizar el seguimiento de los cursos registrados por las trabajadoras y los trabajadores en el Sistema de Inscripción en Línea (vía internet) y, de manera particular, para que la Unidad Administrativa correspondiente esté en condiciones de tomar las previsiones necesarias para que el área de trabajo sea atendida oportunamente.  
Las Secretarías, Jefaturas de Unidad y/o Delegaciones Administrativas de las Entidades y/o Dependencias serán responsables de proporcionar a cada uno de los integrantes de la SMCA una clave que, junto con su número de trabajadora o trabajador, les permitirá acceder al Sistema antes referido: en la página de la Dirección General de Personal <https://www.personal.unam.mx>, Menú: Servicios Institucionales, opción: Directorio Subcomisiones Base.  
En el caso de la representación STUNAM de las SMCA deberán ingresar a la opción denominada **Consulta Inscripciones SMCA**.
- d. La CMPCA se reserva el derecho de cubrir los lugares de las trabajadoras y los trabajadores que, habiendo sido “Aceptados”, no se presenten en el **primer** día del curso en cuestión.

### SUBPROGRAMA DE ACTUALIZACIÓN Y ADIESTRAMIENTO PRESENCIAL

- a. Dirigidos exclusivamente para las trabajadoras y los trabajadores administrativos de base de la categoría o puesto en cuestión.
- b. Respecto del requisito específico señalado en algunos de los cursos del PAC 2021, la CMPCA tomará como base la información registrada en el historial de capacitación de la trabajadora o trabajador.



DIRIGIDO A:	TEMAS PRESENCIALES:	No.	Requisitos Específicos
Auxiliar de Laboratorio	★ <i>Bioterio para Auxiliares de Laboratorio *(NED)</i>	1	No Aplica
	<b>Subtotal</b>	<b>1</b>	
Bibliotecario	<u><i>Mejora Continua en los Servicios Bibliotecarios *(NED)</i></u> (Es requisito para el Curso de Promoción de Jefe de Biblioteca)	2	No Aplica
	<i>Ordenación Topográfica de los Libros en la Estantería *(NED)</i>	1	
	<i>Orientación a Usuarios *(NED)</i>	1	
	<i>Servicios Bibliotecarios de Calidad *(NED)</i>	1	
	<i>Proactividad en las Bibliotecas *(NED)</i>	1	
	<b>Subtotal</b>	<b>6</b>	
Laboratorista	★ <i>Bioterio para Laboratoristas *(NED)</i>	1	No Aplica
	<b>Subtotal</b>	<b>1</b>	
	<b>Subtotal del Subprograma de Actualización y Adiestramiento Presencial</b>	<b>8</b>	

★ **Tema Nuevo.**      **\*(NED).** Nueva Estrategia Didáctica.

RAMA OBRERA Y ESPECIALIZADA OBRERA PRESENCIAL		
Pintores, Oficiales Pintores y Técnico (adscrito al área de mantenimiento)	Recubrimientos (Pastas y Pinturas)	1
	Impermeabilización	1
Carpintero, Oficial Carpintero, Albañil, Oficial Albañil y Técnico (adscrito al área de mantenimiento)	Carpintería (Ensamblés)	1
Plomero, Oficial Plomero y Técnico (Adscrito al área de mantenimiento)	Instalaciones Hidrosanitarias	1
<b>Subtotal Subprograma de Actualización y Adiestramiento Presencial para Rama Obrera y Especializada Obrera</b>		<b>4</b>
<b>Total del Subprograma de Actualización y Adiestramiento Presencial</b>		<b>12</b>

La inscripción de las trabajadoras y los trabajadores con el puesto de Técnico que se encuentren adscritos al área de Mantenimiento de una Entidad o Dependencia, que deseen participar en los cursos de actualización previstos para la Rama Obrera y Especializada Obrera, deberán presentar a la CMPCA, junto con el Formato Interno de la CMPCA debidamente requisitado, un escrito firmado por el Secretario, Jefe de Unidad, Delegado Administrativo o Jefe de Personal, que constate dicha situación, en el Departamento de Planeación de la Capacitación de la SCD, **20 días hábiles antes del inicio del curso.**

Las temáticas para los puestos no considerados en este apartado se atenderán de conformidad con lo que establece el Catálogo de Puestos para el Personal Administrativo de Base vigente y, de manera particular, en función de las necesidades de capacitación planteadas por las SMCA a la CMPCA.

**ACTUALIZACIÓN A DISTANCIA (Videoconferencia o en Línea)**

Para los cursos de actualización en el esquema a distancia la inscripción y selección de participantes, requisitos específicos y lineamientos generales, aplicará lo dispuesto en el apartado de cursos presenciales.

**Para la impartición de los cursos de actualización en esta modalidad, serán las SMCA las responsables de solicitar a la CMPCA agendar la impartición de alguno de los cursos previstos en este apartado, previo cumplimiento de las especificaciones técnicas requeridas.**





ACTUALIZACIÓN POR VIDEOCONFERENCIA

DIRIGIDO A:	CURSOS	No.	Requisitos Específicos
Todos los Puestos	Orgullosamente UNAM Subtotal	1 1	NO APLICA
Puestos específicos (Vigilantes)	Funciones del Vigilante Subtotal	1 1	
Puestos específicos (Secretario, Oficial de Servicios Administrativos)	Orientación y Atención al Público Subtotal	1 1	
Subtotal del Subprograma de Actualización a Distancia por Videoconferencia		3	

Dudas y comentarios llamar al Departamento de Planeación de la Capacitación a los **teléfonos 5622-2645 ext. 41773** o al correo electrónico: [estefania@dgp.unam.mx](mailto:estefania@dgp.unam.mx).

ACTUALIZACIÓN EN LÍNEA

DIRIGIDO A:	CURSOS	No.	Requisitos Específicos
Todas las Jefaturas	Mejoramiento de la Calidad de los Servicios Subtotal	1 1	Word 1
Analista, Técnico y Jefaturas	Herramientas para el Análisis de Información Fórmulas y Funciones en Excel ★ Herramientas para la Presentación de la Información Subtotal	1 2 2 5	Word 1
Auxiliar de Contabilidad	Balanza de Comprobación y Estados Financieros Subtotal	1 1	Excel 1
Archivista, Oficial de Servicios Administrativos, Secreterio, Secretario Bilingüe, Oficinista de Servicios Escolares, Jefe de Servico, Jefe de Sección, Jefe de Oficina, Jefe Administrativo, Jefe de Biblioteca, Análista y Técnico	Organización de Archivos Subtotal	3 3	No Aplica
Secretario	Agenda Electrónica para Secretario Técnicas para el Buen Desempeño Secretarial Subtotal	2 2 4	Word 1

Vigilante, Vigilante Radio Operador, Vigilante Operador de Unidad Móvil, Jefe de Servicio (adscrito al área de vigilancia)	Derechos Humanos y Equidad de Género para Vigilantes de Áreas Cómicas	6	No Aplica
	★ Derechos Humanos y Prevención de la Violencia de Género para Vigilantes de Áreas Cómicas	6	
	★ Habilidades Socioemocionales para Vigilantes de Áreas Cómicas	6	
	Subtotal	18	
Vigilante Operador de Unidad Móvil	★ Psicología del Conductor para Vigilante Operador de Unidad Móvil	4	No Aplica
	Subtotal	4	
Todos los Puestos	Asertividad en la Comunicación	1	Word 1
	Construyendo Comunidades Incluyentes	3	
	Derechos Humanos y Equidad de Género	1	
	Las 5's de la Calidad	3	
	Ortografía: Escribiendo Correctamente	2	
	Redacción: Estrategias para Escribir Documentación Oficial	2	
	Subtotal	12	
Bibliotecarios	Internet para Bibliotecarios	2	Internet
	★ Desarrollo Situacional en las Bibliotecas	2	Word 1
	Ordenación Topográfica de los Libros en la Estantería con Clasificación Dewey	1	
	Ordenación Topográfica de los Libros en la Estantería con Clasificación LC	1	
	Proactividad en las Bibliotecas	1	
	Resiliencia en las Bibliotecas	1	
	Servicios Bibliotecarios de Calidad	2	
	Subtotal	10	
Subtotal del Subprograma de Actualización a Distancia en Línea		58	



Tema Nuevo en esta modalidad



Tema Nuevo.

DIRIGIDO A:	TEMAS SEMIPRESENCIALES	No.	Requisitos Especificos
Bibliotecario	La Automatización del Servicio Bibliotecario (Es requisito para el curso de Promoción de Jefe de Biblioteca)	2	Word 1
	Subtotal	2	
	Subtotal del Subprograma de Actualización y Adiestramiento Semipresencial	2	
Gran Total del Subprograma de Actualización		60	



### CÓMPUTO EN LÍNEA

- a. Si una trabajadora o trabajador participó y acreditó un curso impartido por la CMPCA, con el cual cubre el requisito del curso en el que desea participar, no tendrá que presentar el comprobante de dicho requisito.
- b. Si cuenta con la constancia de un curso impartido por una instancia diferente a la CMPCA, con la cual cubre el requisito específico del curso en el que desea participar, deberá notificarlo a la CMPCA enviando copia de dicho documento a través de la SCD al correo electrónico [cmeses@dgp.unam.mx](mailto:cmeses@dgp.unam.mx), inmediatamente después de la fecha de registro de solicitudes a este tipo de cursos y hasta 20 días naturales antes del inicio del curso.
- c. Del cónyuge, hijas e hijos: las trabajadoras y los trabajadores deberán enviar al correo electrónico [cmeses@dgp.unam.mx](mailto:cmeses@dgp.unam.mx), dentro de los 10 días hábiles antes de la fecha de inicio del curso, el **Comprobante de Inscripción**, y un juego de copias legibles de la identificación oficial y del acta de matrimonio, concubinato o de nacimiento de las hijas o los hijos mayores de 16 años de edad, según corresponda, así como de los requisitos específicos mostrados en la tabla inferior.
- d. Los cursos de este Subprograma se impartirán en horario abierto, con dispositivos electrónicos (teléfonos inteligentes, tabletas y/o computadoras personales) de la trabajadora o trabajador.
- e. Para poder participar en este tipo de cursos es necesario tener cuenta de correo electrónico personalizada y activa de Gmail™ o Yahoo™.

Cursos de Cómputo en Línea	No. de Cursos	Requisitos Específicos
Introducción al Cómputo	10	No Aplica
Word 1 Versión (Office 2010)	2	Introducción al Cómputo
Word 1 Versión (Office 2019)	6	Introducción al Cómputo
Word 2 Versión (Office 2010)	2	Word 1
Word 2 Versión (Office 2019)	6	Word 1
Word 3 Versión (Office 2010)	2	Word 2
Word 3 Versión (Office 2019)	3	Word 2
Excel 1 Versión (Office 2010)	2	Word 1
Excel 1 Versión (Office 2019)	6	Word 1
Excel 2 Versión (Office 2010)	2	Excel 1
Excel 2 Versión (Office 2019)	6	Excel 1
Excel 3 Versión (Office 2010)	2	Excel 2
Excel 3 Versión (Office 2019)	3	Excel 2
Access 1 Versión (Office 2019)	5	Excel 2 o Excel 3
Access 2 Versión (Office 2019)	5	Excel 3 y/o Access 1
Agenda Electrónica (Outlook, Versión Office 2010)	1	Word 1
Agenda Electrónica (Outlook, Versión Office 2019)	4	Word 1
PowerPoint 1 Versión (Office 2019)	3	Word 1 o Excel 1
PowerPoint 2 Versión (Office 2019)	3	Word 1 o Excel 1 o PowerPoint
Office Integrado Versión (Office 2010)	2	Word 2, Excel 2 y PowerPoint
Office Integrado Versión (Office 2019)	3	Word 2, Excel 2 y PowerPoint
<b>Subtotal del Subprograma de Cómputo en Línea</b>	<b>78</b>	
<b>Gran Total del Subprograma de Cómputo</b>	<b>78</b>	

**NOTA:** Para el Subprograma de Promoción Escalonaria del Programa Anual de Cursos 2022 será requisito haber acreditado alguno de estos cursos: Word 1 (versión 2019) o Word 2, Excel 1 y Excel 2 (en cualquiera de las dos versiones Office 2010 u Office 2019).

Dudas y comentarios llamar al Departamento de Planeación de la Capacitación a los **teléfonos 5622-2645, ext. 41825** o al **correo electrónico: cmeses@dgp.unam.mx**  
Para más información visitar la página: <http://caplin.dgp.unam.mx/CMPCA/index.php>.

**SUBPROGRAMA DE DESARROLLO HUMANO Y SUPERACIÓN PERSONAL PRESENCIAL**

- a. **Estos cursos se impartirán dentro y fuera de la jornada laboral. Para los que se impartan dentro de la misma, las trabajadoras y los trabajadores que deseen participar deberán contar con la autorización respectiva.**
- b. **Del cónyuge, hijas e hijos:** las trabajadoras y los trabajadores deberán entregar en el Departamento de Planeación de la Capacitación, dependiente de la SCD (edificio “A” Dirección de Relaciones Laborales), dentro de los 10 días hábiles antes de la fecha de inicio del curso, el **Comprobante de Inscripción** y un juego de copias legibles de la identificación oficial y del acta de matrimonio, concubinato o de nacimiento de las hijas e hijos mayores de 16 años de edad, según corresponda.

TEMAS de lunes a viernes:	No.	DIRIGIDO	REQUISITO ESPECÍFICO
Complementarios para Secretario (140 Horas)	1		Puesto, carta de aptitud o constancia de aptitud de Oficial de Servicios Administrativos.
Subtotal	1		

Recubrimientos (Pastas y Pintura) (20 Horas)	1	Todos los Puestos	No Aplica
Recubrimientos (Impermeabilización) (20 Horas)	1		
Plomería (Instalaciones Hidrosanitarias) (20 Horas)	1		
Sistemas de Construcción Ligeros (20 Horas)	1		
Subtotal	4		
Subtotal del Subprograma de DH y SP de Lunes a Viernes	5		

**SUBPROGRAMA DE DESARROLLO HUMANO Y SUPERACIÓN PERSONAL EN LÍNEA**

- a. **Estos cursos se impartirán dentro y fuera de la jornada laboral. Para los que se impartan dentro de la misma, las trabajadoras y los trabajadores que deseen participar deberán contar con la autorización respectiva.**
- b. **Del cónyuge, hijas e hijos:** las trabajadoras y los trabajadores deberán enviar al correo electrónico [cmeses@dgp.unam.mx](mailto:cmeses@dgp.unam.mx), dentro de los 10 días hábiles antes de la fecha de inicio del curso, el **Comprobante de Inscripción**, y un juego de copias legibles de la identificación oficial y del acta de matrimonio, concubinato o de nacimiento de las hijas e hijos mayores de 16 años de edad, según corresponda.
- c. Los cursos de este Subprograma se impartirán en horario abierto, con dispositivos electrónicos (teléfonos inteligentes, tabletas y/o computadoras personales) de las trabajadoras y los trabajadores.
- d. Para poder participar en este tipo de cursos es necesario tener cuenta de correo electrónico personalizada y activa de *Gmail™* o *Yahoo™*.



TEMAS	Periodicidad	DIRIGIDO
★ Curso Masivo: Habilidades Socioemocionales necesarias para el Retorno a las actividades laborales en el marco de la Nueva Normalidad.	3 Grupos por semana	Todos los puestos
★ Curso Masivo: Nueva Normalidad. Retorno a las actividades laborales en tiempos de COVID-19.		
★ Curso Masivo Derechos Humanos y Prevención de la Violencia de Género.		
★ Tutorial para tomar un Curso en Línea.	Disponibles en Oficina Virtual  De forma permanente (Abierto)	
★ Video-Resumen Habilidades Socioemocionales necesarias para el Retorno a las actividades laborales en el marco de la Nueva Normalidad.  Nota: Si deseas ampliar tus conocimientos en el tema y obtener la constancia correspondiente, es necesario tomar el <b>Curso Masivo: Habilidades Socioemocionales necesarias para el Retorno a las actividades laborales en el marco de la Nueva Normalidad.</b>		
★ Video-Resumen Nueva Normalidad.  Nota: Si deseas ampliar tus conocimientos en el tema y obtener la constancia correspondiente, es necesario tomar el <b>Curso Masivo: Nueva Normalidad. Retorno a las actividades laborales en tiempos de COVID-19.</b>		
★ Video-Resumen Derechos Humanos y Prevención de la Violencia de Género.  Nota: Si deseas ampliar tus conocimientos en el tema y obtener la constancia correspondiente, es necesario tomar el <b>Curso Masivo: Derechos Humanos y Prevención de la Violencia de Género.</b>		
★ Curso en Línea: El Nuevo Lenguaje de las TIC'S.	2 Grupos al mes	

★ **Tema Nuevo.**

#### SUBPROGRAMA PREJUBILATORIO PRESENCIAL

- a. Estos cursos se impartirán dentro y fuera de la jornada laboral. Para los que se impartan dentro de la misma, las trabajadoras y los trabajadores que deseen participar deberán contar con la autorización respectiva.
- b. Únicamente podrán participar trabajadoras con 28 años y trabajadores con 30 años de antigüedad laboral, o bien quienes se encuentran en condiciones de jubilación o pensión, de conformidad con la Ley del ISSSTE.

Dirigido a:	No. de Cursos	Duración
Trabajadoras con 28 años y trabajadores con 30 años de antigüedad laboral, o bien quienes se encuentran en condiciones de jubilación o pensión, de conformidad con la Ley del ISSSTE.	2	96 Horas
<b>Total del Subprograma Prejubilatorio</b>	<b>2</b>	

#### SUBPROGRAMA DE FORMACIÓN DE INSTRUCTORES INTERNOS EN LÍNEA

- a. La inscripción en línea a estos cursos se realizará del **21 al 27 de junio de 2021**, Menú principal, opción Servicios al Personal, en Oficina Virtual capturar su RFC y NIP; en el menú horizontal seleccionar opción Capacitación.
- b. Una vez realizada la inscripción, las trabajadoras y los trabajadores deberán imprimir el comprobante correspondiente, anexándole un juego de copias legibles de los documentos que se soliciten como requisito específico. El Comprobante

de Inscripción, junto con los documentos antes referidos, deberán ser entregados personalmente por el interesado al Departamento de Planeación de la Capacitación (edificio “A” de la Dirección de Relaciones Laborales), del **22 de junio al 01 de julio de 2021, de 09:30 a 14:30 y de 17:00 a 19:30 horas, de lunes a viernes.**

- c. Las y los candidatos que cumplan con los requisitos específicos del curso, deberán presentarse a una entrevista con los representantes de la CMPCA; la fecha de ésta se indicará el día en que las trabajadoras y los trabajadores entreguen su documentación.
- d. En caso de ser seleccionado recibirá una clave de acceso (via correo electrónico) para poder ingresar al curso.
- e. Los cursos de este Subprograma se impartirán en horario abierto, con dispositivos electrónicos (teléfonos inteligentes, tabletas y/o computadoras personales) de las trabajadoras y los trabajadores.
- f. Para poder participar en este tipo de cursos es necesario tener cuenta de correo electrónico personalizada y activa de Gmail™ o Yahoo™.

CURSO	No.	Requisitos Específicos	Temas a impartir:	Horas
Formación de Instructores Internos	1	Trabajadoras y Trabajadores de cualquier puesto con estudios de nivel licenciatura y presentar constancias de los cursos de Word, Excel, PowerPoint, Internet.	Relacionados, preferentemente, con las licenciaturas de: <i>Psicología, Pedagogía, Contaduría, Administración, Ingenierías, Informática, Derecho, Química, Física y Biología.</i> <i>Los cursos a impartir deberán estar relacionados con las funciones de los puestos del Personal Administrativo de Base.</i>	60
Formación de Instructores Internos	1	Trabajadoras y Trabajadores de cualquier puesto (sólo personal de base), y presentar constancias de los cursos de Word, Excel, PowerPoint, Internet, y por lo menos una constancia de actualización en el puesto.  Entregar una carta de exposición de motivos y realizar una presentación improvisada de un tópico en específico.	<i>Para impartir cursos relacionados con las funciones de los puestos del Personal Administrativo de Base.</i>	144
Subtotal del Subprograma de Formación de Instructores Internos	2			

Dudas y comentarios llamar al Departamento de Planeación de la Capacitación a los **teléfonos 5622-2645 y 5622-2631.**

**PROGRAMA DE ENSEÑANZA ABIERTA PARA ADULTOS**

	Nº CÍRCULOS DE ESTUDIO	REQUISITOS ESPECÍFICOS
<b>ALFABETIZACIÓN Y EDUCACIÓN BÁSICA</b> (PRIMARIA, SECUNDARIA)	DE ACUERDO A LA DEMANDA	LOS ESTABLECIDOS POR EL INEA
EDUCACIÓN MEDIA SUPERIOR*	DE ACUERDO A LA DEMANDA	LOS ESTABLECIDOS POR LA SEP

- a. El número de círculos de estudio se atenderá en función de la demanda, con el apoyo y participación de las Entidades y/o Dependencias universitarias y de las SMCA. La CMPCA, a través de la SCD, diseñará y pondrá en marcha una campaña de promoción y difusión en las Entidades y/o Dependencias de la UNAM, con el apoyo de promocionales, para hacer una invitación amplia destacando la importancia de que las trabajadoras y los trabajadores administrativos de base inicien, continúen y/o concluyan su educación básica.
- b. La CMPCA analizará lo relativo a la instrumentación del programa de enseñanza abierta impartido por la SEP a nivel Bachillerato\*, para acordar lo procedente de conformidad con la cláusula 52 del Contrato Colectivo de Trabajo vigente, el Plan de Capacitación y Adiestramiento, y lo establecido al respecto en el Decreto publicado en el Diario Oficial de la Federación el 9 de febrero de 2012, por el cual se declara reformado el párrafo primero; el inciso c) de la fracción II, la fracción V del artículo 3º, y la fracción I del artículo 31 de la Constitución Política de los Estados Unidos Mexicanos.
- c. Para dudas sobre este subprograma, llamar al Departamento de Programación e Impartición de Cursos al **teléfono 5622-2985** o al **correo electrónico: [arturo@dgp.unam.mx](mailto:arturo@dgp.unam.mx)** o con los representantes de la CMPCA parte STUNAM a su correo electrónico o teléfonos personales.

#### **NOVENO. - ESQUEMA DE CAPACITACIÓN DESCONCENTRADO (Sedes Alternas, Habilitadas y Foráneas).**

##### **Para todos los Cursos:**

- a. Las entidades y dependencias de la UNAM deberán organizar e impartir en sus instalaciones por lo menos 2 cursos de actualización y adiestramiento, previa petición bilateral a la CMPCA, con al menos 45 días hábiles antes del inicio, para su análisis y autorización, en su caso, en términos de lo que establece el CCT vigente. **La CMPCA estará atenta a que se cumpla lo anteriormente dispuesto.**
- b. Una vez autorizado y/o establecido el o los cursos por la CMPCA, la SMCA deberá informar a las trabajadoras y los trabajadores para que éstos, o con el apoyo de alguno de los representantes de la misma, realicen su registro al curso mediante el Sistema de Inscripción en Línea (vía internet), Menú principal, opción Servicios al Personal, en Oficina Virtual capturar su RFC y NIP; seleccionar opción Capacitación.
- c. Realizado el registro de las trabajadoras y los trabajadores considerados para participar en el curso, la SMCA deberá elaborar un listado con los datos de los mismos y presentarlo a la CMPCA junto con la impresión de la inscripción de cada uno de ellos, acompañado de un juego de copias legibles de los documentos que se soliciten como requisito específico en el PAC 2021, según el tipo del curso, 30 días naturales antes de iniciarlo.
- d. Para los casos de **Recursamiento**, se deberá agregar copia del documento por el cual la trabajadora o el trabajador solicita a la CMPCA dicha situación.
- e. La SCD, por conducto del Departamento de Planeación de la Capacitación, enviará a la SMCA y/o a la Secretaría, Jefatura de Unidad, Delegación Administrativa o Jefe de Personal de la Entidad y/o Dependencia, antes de iniciar el curso, la lista de inscripción de las trabajadoras y los trabajadores autorizados por la CMPCA.
- f. La SMCA y/o Secretarías, Jefaturas de Unidad y/o Delegaciones Administrativas de la Entidad o Dependencia, deberá informar inmediatamente a las trabajadoras y los trabajadores solicitantes la resolución de la CMPCA.
- g. En el caso de solicitar algún curso fuera del programa original, la SMCA presentará dicha solicitud firmada bilateralmente con 60 días naturales de anticipación al inicio del curso, salvo casos excepcionales que serán analizados en su momento por la CMPCA.

**DÉCIMO.** - Una vez concluidos los cursos y procesados los resultados, las constancias estarán disponibles para su entrega dentro de 10 días hábiles posterior a la acreditación del curso.

**DECIMOPRIMERO.** - La CMPCA organizará e impartirá cursos dirigidos a los cuatro niveles de puesto en los que recaen las funciones de vigilancia que son: **Vigilante, Vigilante Radio Operador, Vigilante Operador de Unidad Móvil y Jefe de Servicio (del área de vigilancia)**, lo anterior con base en lo determinado en el Plan de Desarrollo Institucional (PDI) de la UNAM. Adicional a lo anterior, se implementará, a partir de 2018, lo acordado por la Comisión Bilateral de Capacitación para Vigilantes de Áreas Comunes, instaurada en septiembre de 2017.

**DECIMOSEGUNDO.** - La CMPCA participará en la realización de aquellas acciones que ayuden a resolver, prevenir y/o disminuir riesgos de trabajo, con la impartición de cursos en temáticas específicas que se encuentren dentro de su ámbito de competencia. Lo anterior basado en el reconocimiento que la Comisión Central de Seguridad y Salud en el Trabajo hará en las

Entidades y/o Dependencias tal como lo señala el Reglamento Federal de Seguridad, Higiene y Medio Ambiente de Trabajo, para prevenir eficazmente las enfermedades y los accidentes de trabajo.

**DECIMOTERCERO.** - La CMPCA enviará por escrito y por correo electrónico el PAC 2021 a los representantes de las SMCA, quienes deberán acusar de recibo. Ambas representaciones deberán difundirlo para conocimiento de las trabajadoras y los trabajadores de las Entidades y Dependencias Universitarias.

**DECIMOCUARTO.** - La CMPCA publicará el presente Programa y el Calendario de Cursos de **2021** en la *Gaceta UNAM*, en la última semana de junio o la primera semana de julio de 2021 o antes si es posible.

**DECIMOQUINTO.** - LA IMPARTICIÓN DE LOS CURSOS INICIARÁ EL 02 DE AGOSTO DE 2021.

**TRANSITORIOS**

**PRIMERO.** - El PAC 2021, entrará en vigor en las fechas previstas en el mismo, una vez suscrito por las partes que en el intervienen.

**SEGUNDO.** - Los casos o situaciones no previstas en el PAC 2021, serán revisados conforme al Plan de Capacitación y Adiestramiento y al CCT vigente para el Personal Administrativo de Base, mediante acuerdo bilateral de la CMPCA, en el marco de sus atribuciones.

**TERCERO.** - Ambas representaciones de la CMPCA difundirán ampliamente, por los medios más eficaces, impresos y/o electrónicos, los procedimientos a seguir, para que las Entidades y/o Dependencias universitarias conozcan el PAC 2021, a nivel central y, en su caso, estén en condiciones de operar formalmente el Esquema Desconcentrado de Capacitación.

**CUARTO.** - La CMPCA realizará, si las condiciones sanitarias lo permiten, dos reuniones en el Auditorio de la Dirección de Relaciones Laborales de la DGPE, dirigidas a los representantes de las Subcomisiones Mixtas de Capacitación y Adiestramiento (SMCA), con el objeto de dar a conocer los criterios generales de inscripción del PAC 2021.

Respecto de los procedimientos establecidos en el presente acuerdo, en caso de duda, las SMCA las trabajadoras y los trabajadores, podrán comunicarse con la CMPCA a los siguientes números telefónicos: 5622-29 82, 5622-2983, 5622-2824 y 5622-26 31, de 10:00 a 15:00 y de 18:00 a 20:00 horas, de lunes a viernes o con los representantes de la CMPCA parte STUNAM a su correo electrónico o teléfonos personales.

**COMISIÓN MIXTA PERMANENTE DE CAPACITACIÓN Y ADIESTRAMIENTO**

**POR LA UNAM**

**Dr. Eduardo Trujillo Sánchez**

**Lic. Verónica Medel Martínez**

**Mtra. Karina Jazmín Lucio de la Rosa**



**POR EL STUNAM**

**TUM. Martín Godínez Piña**

**C. Margarita Herrera Díaz**



## CALENDARIO DE CURSOS DE CAPACITACIÓN, 2021

| <b>PROMOCIÓN ESCALAFONARIA (PRESENCIAL)</b>  |                   |         | <b>CARPINTERO, OFICIAL CARPINTERO, ALBAÑIL, OFICIAL ALBAÑIL Y TÉCNICO (Adscrito al Área de Mantenimiento)</b>   |         |         | <div></div> <div>HABILIDADES SOCIOEMOCIONALES PARA VIGILANTES DE ÁREAS COMUNES</div>    |                 |         | <div>AGO 11 AL 31</div> <div>AGO 25 A SEP 14</div> <div>SEP 8 AL 30</div> <div>SEP 22 A OCT 13</div> <div>OCT 6 AL 27</div> <div>OCT 20 A NOV 11</div> |                   | ABIERTO |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |   
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| <b>CURSOS INCONCLUSOS DEL PAC 2020</b>   |                   |         | <b>PLOMERO, OFICIAL PLOMERO Y TÉCNICO (Adscrito al Área de Mantenimiento)</b>   |         |         | <div></div> <div>PSICOLOGÍA DEL CONDUCTOR PARA VIGILANTE OPERADOR DE UNIDAD MÓVIL</div> |                 |         | <div>AGO 18 A SEP 7</div> <div>SEP 1 AL 23</div> <div>SEP 29 A OCT 20</div> <div>OCT 27 A NOV 19</div>   |                   |         | ABIERTO   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |   
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| <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ANALISTA</td><td>AGO 2 A SEP 21</td><td>17 A 20</td></tr><tr><td>AUXILIAR DE CONTABILIDAD</td><td>AGO 2 A NOV 23</td><td>11 A 13</td></tr><tr><td>JEFE DE SECCIÓN</td><td>AGO 2 A OCT 22</td><td>12 A 14</td></tr><tr><td>JEFE DE SERVICIO</td><td>AGO 2 A NOV 5</td><td>14 A 16</td></tr><tr><td>LABORATORISTA (NED)*</td><td>AGO 2 A NOV 12</td><td>12 A 15</td></tr><tr><td>OFICIAL DE SERVICIOS ADMINISTRATIVOS Y SECRETARIO</td><td>AGO 2 A DIC 7</td><td>9 A 13</td></tr><tr><td>OFICINISTA DE SERVICIOS ESCOLARES</td><td>AGO 2 A NOV 8</td><td>13 A 16</td></tr></table> |                   |         | CURSO   | PERIODO | HORARIO | ANALISTA   | AGO 2 A SEP 21  | 17 A 20 | AUXILIAR DE CONTABILIDAD   | AGO 2 A NOV 23    |         |   | 11 A 13         | JEFE DE SECCIÓN | AGO 2 A OCT 22  | 12 A 14           | JEFE DE SERVICIO | AGO 2 A NOV 5   | 14 A 16                       | LABORATORISTA (NED)* | AGO 2 A NOV 12                                      | 12 A 15         | OFICIAL DE SERVICIOS ADMINISTRATIVOS Y SECRETARIO | AGO 2 A DIC 7   | 9 A 13         | OFICINISTA DE SERVICIOS ESCOLARES | AGO 2 A NOV 8  
   | 13 A 16         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>INSTALACIONES HIDROSANITARIAS</td><td>NOV 22 AL 26</td><td>13 A 17</td></tr></table>  
   |                       |                | CURSO   | PERIODO   | HORARIO        | INSTALACIONES HIDROSANITARIAS                          | NOV 22 AL 26   | 13 A 17       | <b>VIGILANTE OPERADOR DE UNIDAD MÓVIL</b> |                |                                | <b>TODOS LOS PUESTOS</b> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
   | ABIERTO |  |       |         |         |  |                |         |                               |                |  |   |  |                |   |  |  |       |         |         |                          |                 |         |         |                 |         |   |                   |  |  |                               |         |   |                                |         |   |   |         |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
  |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |
| ANALISTA   | AGO 2 A SEP 21    | 17 A 20 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| AUXILIAR DE CONTABILIDAD   | AGO 2 A NOV 23    | 11 A 13 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| JEFE DE SECCIÓN  | AGO 2 A OCT 22    | 12 A 14 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| JEFE DE SERVICIO   | AGO 2 A NOV 5     | 14 A 16 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| LABORATORISTA (NED)*   | AGO 2 A NOV 12    | 12 A 15 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| OFICIAL DE SERVICIOS ADMINISTRATIVOS Y SECRETARIO  | AGO 2 A DIC 7     | 9 A 13  |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| OFICINISTA DE SERVICIOS ESCOLARES  | AGO 2 A NOV 8     | 13 A 16 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| INSTALACIONES HIDROSANITARIAS  | NOV 22 AL 26      | 13 A 17 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <b>ACTUALIZACIÓN (Por Videoconferencia)</b>  |                   |         | <b>TODOS LOS PUESTOS</b>  |         |         | <b>TODOS LOS PUESTOS</b>   |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORGULLOSAMENTE UNAM</td><td>NOV 16 AL 22</td><td>11 A 14</td></tr></table>   |                   |         | CURSO   | PERIODO | HORARIO | ORGULLOSAMENTE UNAM  | NOV 16 AL 22    | 11 A 14 | <b>VIGILANTE</b>   |                   |         | <b>TODOS LOS PUESTOS</b>  |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>FUNCIÓNES DEL VIGILANTE</td><td>SEP 27 A OCT 1</td><td>11 A 14</td></tr></table>   |                   |         | CURSO   | PERIODO | HORARIO | FUNCIÓNES DEL VIGILANTE  | SEP 27 A OCT 1  | 11 A 14 | <b>OFICIAL DE SERVICIOS ADMINISTRATIVOS Y SECRETARIO</b>   |                   |         | <b>TODOS LOS PUESTOS</b>  |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| FUNCIÓNES DEL VIGILANTE  | SEP 27 A OCT 1    | 11 A 14 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORIENTACIÓN Y ATENCIÓN AL PÚBLICO</td><td>OCT 13 AL 19</td><td>11 A 14</td></tr></table>   |                   |         | CURSO   | PERIODO | HORARIO | ORIENTACIÓN Y ATENCIÓN AL PÚBLICO  | OCT 13 AL 19    | 11 A 14 | <b>ACTUALIZACIÓN (En Línea)</b>  |                   |         | <b>TODAS LAS JEFATURAS</b>  |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>MEJORAMIENTO DE LA CALIDAD DE LOS SERVICIOS</td><td>SEP 22 A OCT 13</td><td>ABIERTO</td></tr></table>  |                   |         | CURSO   | PERIODO | HORARIO | MEJORAMIENTO DE LA CALIDAD DE LOS SERVICIOS  | SEP 22 A OCT 13 | ABIERTO | <b>ANALISTAS, TÉCNICOS Y JEFATURAS</b>   |                   |         | <b>BIBLIOTECARIO</b>  |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |
| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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   |                       |                |         |   |                |  |  |               |   |                |                                |                          | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
   |         |  |       |         |         |  |                |         |                               |                |  |   |  |                |   |  |  |       |         |         |                          |                 |         |         |                 |         |   |                   |  |  |                               |         |   |                                |         |   |   |         |  
  |                |         |  |                                    |                 |   |                |                |  |             |                                 |                                 |   |                |   
  |       |         |         |  |                |                              |                |             |                           |             |   |   |  |                |   |  |  |       |         |         |  |                   |         |   |                 |  |   |                   |         |  |                               |         |       |                                |         |                 |   |                 |         |                 |  
  |   |                                    |                 |         |         |  |   |                 |         |   |   |  |   
   |       |         |         |  |                |   |                |             |  |             |                                 |                                |                                |                |   |  |  |       |         |         |  |                   |        |   |  |  |   |         |         |   |             |         |       |             |         |                          |                 |                 |  |                 |  
  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
  |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |
| MEJORAMIENTO DE LA CALIDAD DE LOS SERVICIOS  | SEP 22 A OCT 13   | ABIERTO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
   |                 |   
   |                       |                |         |   |                |  |  |               |   |                |                                |                          | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
   |         |  |       |         |         |  |                |         |                               |                |  |   |  |                |   |  |  |       |         |         |                          |                 |         |         |                 |         |   |                   |  |  |                               |         |   |                                |         |   |   |         |  
  |                |         |  |                                    |                 |   |                |                |  |             |                                 |                                 |   |                |   
  |       |         |         |  |                |                              |                |             |                           |             |   |   |  |                |   |  |  |       |         |         |  |                   |         |   |                 |  |   |                   |         |  |                               |         |       |                                |         |                 |   |                 |         |                 |  
  |   |                                    |                 |         |         |  |   |                 |         |   |   |  |   
   |       |         |         |  |                |   |                |             |  |             |                                 |                                |                                |                |   |  |  |       |         |         |  |                   |        |   |  |  |   |         |         |   |             |         |       |             |         |                          |                 |                 |  |                 |  
  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
  |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |
| <b>CURSOS RETOMADOS DEL PAC 2020</b>   |                   |         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ALMACENISTA</td><td>AGO 24 A NOV 24</td><td>9 A 11</td></tr><tr><td>AUXILIAR DE LABORATORIO (NED)*</td><td>AGO 9 A NOV 3</td><td>13 A 16</td></tr><tr><td>BIBLIOTECARIO (NED)*</td><td>AGO 12 A OCT 25</td><td>9 A 12</td></tr><tr><td>JARDINERO</td><td>SEP 20 A NOV 8</td><td>10 A 13</td></tr><tr><td>JEFE ADMINISTRATIVO</td><td>AGO 16 A SEP 28</td><td>16 A 20</td></tr><tr><td>JEFE DE LABORATORIO (NED)*</td><td>AGO 2 A OCT 18</td><td>9 A 12</td></tr><tr><td>MULTICOPISTA</td><td>OCT 25 A DIC 10</td><td>13 A 16</td></tr><tr><td>OFICIAL DE TRANSPORTE</td><td>AGO 2 A OCT 13</td><td>16 A 18</td></tr><tr><td>OFICIAL DE TRANSPORTE ESPECIALIZADO</td><td>SEP 29 A DIC 8</td><td>16 A 19</td></tr><tr><td>SUPERVISOR</td><td>SEP 8 A DIC 8</td><td>9 A 11</td></tr><tr><td>VIGILANTE</td><td>AGO 12 A SEP 23</td><td>9 A 12</td></tr></table> |         |         | CURSO  | PERIODO         | HORARIO | ALMACENISTA  | AGO 24 A NOV 24   | 9 A 11  | AUXILIAR DE LABORATORIO (NED)*  | AGO 9 A NOV 3   | 13 A 16         | BIBLIOTECARIO (NED)*  | AGO 12 A OCT 25   | 9 A 12           | JARDINERO   | SEP 20 A NOV 8                | 10 A 13              | JEFE ADMINISTRATIVO                                 | AGO 16 A SEP 28 | 16 A 20   | JEFE DE LABORATORIO (NED)*  | AGO 2 A OCT 18 | 9 A 12                            | MULTICOPISTA   
   | OCT 25 A DIC 10 | 13 A 16   
   | OFICIAL DE TRANSPORTE | AGO 2 A OCT 13 | 16 A 18 | OFICIAL DE TRANSPORTE ESPECIALIZADO   | SEP 29 A DIC 8 | 16 A 19  | SUPERVISOR   | SEP 8 A DIC 8 | 9 A 11                                    | VIGILANTE      | AGO 12 A SEP 23                | 9 A 12                   | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>HERRAMIENTAS PARA EL ANÁLISIS DE INFORMACIÓN</td><td>OCT 13 A NOV 4</td><td rowspan="4">ABIERTO</td></tr><tr><td>FÓRMULAS Y FUNCIONES EN EXCEL</td><td>AGO 18 A SEP 7</td></tr><tr><td></td><td>SEP 22 A OCT 13</td></tr><tr><td></td><td>AGO 18 A SEP 7</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td colspan="3"><b>CURSOS PROPIOS DEL PAC 2021</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>JEFE DE BIBLIOTECA (NED)*</td><td>SEP 13 A DIC 10</td><td>15 A 18</td></tr><tr><td>JEFE DE TALLER</td><td>OCT 14 A DIC 9</td><td>16 A 19</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>HERRAMIENTAS PARA LA PRESENTACIÓN DE LA INFORMACIÓN</td><td>NOV 3 AL 24</td><td></td></tr></table></td><td colspan="3"><b>AUXILIAR DE CONTABILIDAD</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>INTERNET PARA BIBLIOTECARIOS</td><td>AGO 23 A SEP 3</td><td rowspan="4">ABIERTO</td></tr><tr><td></td><td>NOV 8 AL 22</td></tr><tr><td>DESARROLLO SITUACIONAL EN LAS BIBLIOTECAS</td><td>NOV 8 AL 22</td></tr><tr><td></td><td>NOV 22 A DIC 3</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td colspan="3"><b>PROMOCION ESCALAFONARIA (En Línea)</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>JEFE DE OFICINA</td><td>AGO 16 A NOV 22</td><td>11 A 14</td></tr><tr><td>TÉCNICO</td><td>AGO 16 A NOV 26</td><td>11 A 14</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BALANZA DE COMPROBACIÓN Y ESTADOS FINANCIEROS</td><td>SEP 29 A OCT 20</td><td>ABIERTO</td></tr></table></td><td colspan="3"><b>ARCHIVISTA, OFICIAL DE SERVICIOS ADMINISTRATIVOS, SECRETARIO, SECRETARIO BILINGÜE, OFICINISTA DE SERVICIOS ESCOLARES, JEFE DE SERVICIO, JEFE DE SECCIÓN, JEFE DE OFICINA, JEFE ADMINISTRATIVO, JEFE DE BIBLIOTECA; ANALISTA Y TÉCNICO.</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN DEWEY</td><td>NOV 22 A DIC 3</td><td rowspan="4">ABIERTO</td></tr><tr><td>ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN LC</td><td>OCT 4 AL 18</td></tr><tr><td>PROACTIVIDAD EN LAS BIBLIOTECAS</td><td>SEP 20 A OCT 1</td></tr><tr><td>RESILIENCIA EN LAS BIBLIOTECAS</td><td>SEP 20 A OCT 1</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td colspan="3"><b>ACTUALIZACIÓN Presencial (Lunes a Viernes)</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORGANIZACIÓN DE ARCHIVOS</td><td>AGO 25 A SEP 14</td><td rowspan="3">ABIERTO</td></tr><tr><td></td><td>SEP 22 A OCT 13</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr></table></td><td colspan="3"><b>SECRETARIO</b></td><td colspan="3"><b>TEMAS SEMIPRESENCIALES</b></td></tr><tr><td colspan="3"><b>DURACIÓN: 20 Y 15 HORAS</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>AGENDA ELECTRÓNICA PARA SECRETARIO</td><td>AGO 25 A SEP 14</td><td rowspan="4">ABIERTO</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr><tr><td></td><td>SEP 8 AL 30</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO</td><td>AGO 23 A SEP 3</td><td rowspan="2">ABIERTO</td></tr><tr><td></td><td>NOV 8 AL 22</td></tr></table></td><td colspan="3"><b>CÓMPUTO (En Línea)</b></td></tr><tr><td colspan="3"><b>AUXILIAR DE LABORATORIO</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)*</td><td>OCT 27 A 8 DE NOV</td><td>9 A 12</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL</td><td>SEP 8 AL 30</td><td rowspan="5">ABIERTO</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr><tr><td></td><td>AGO 9 AL 27</td></tr><tr><td></td><td>AGO 23 A SEP 10</td></tr><tr><td></td><td>SEP 6 AL 28</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)*</td><td>AGO 9 AL 13</td><td>15 A 19</td></tr><tr><td></td><td>NOV 29 A DIC 3</td><td>9 A
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|         |  | CURSO | PERIODO | HORARIO | HERRAMIENTAS PARA EL ANÁLISIS DE INFORMACIÓN | OCT 13 A NOV 4 | ABIERTO | FÓRMULAS Y FUNCIONES EN EXCEL | AGO 18 A SEP 7 |  | SEP 22 A OCT 13                                   |  | AGO 18 A SEP 7 |   |  |  |       |         |         |                          |                 |         |         |                 |         | <b>CURSOS PROPIOS DEL PAC 2021</b>  |                   |  | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>JEFE DE BIBLIOTECA (NED)*</td><td>SEP 13 A DIC 10</td><td>15 A 18</td></tr><tr><td>JEFE DE TALLER</td><td>OCT 14 A DIC 9</td><td>16 A 19</td></tr></table> |                               |         | CURSO   | PERIODO                        | HORARIO | JEFE DE BIBLIOTECA (NED)*   | SEP 13 A DIC 10   | 15 A 18 | JEFE DE TALLER  
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|       |         | CURSO   | PERIODO                                      | HORARIO        | ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN DEWEY | NOV 22 A DIC 3 | ABIERTO     | ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN LC | OCT 4 AL 18 | PROACTIVIDAD EN LAS BIBLIOTECAS | SEP 20 A OCT 1                 | RESILIENCIA EN LAS BIBLIOTECAS | SEP 20 A OCT 1 |   |  |  |       |         |         |  |                   |        |   |  |  | <b>ACTUALIZACIÓN Presencial (Lunes a Viernes)</b> |         |         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORGANIZACIÓN DE ARCHIVOS</td><td>AGO 25 A SEP 14</td><td rowspan="3">ABIERTO</td></tr><tr><td></td><td>SEP 22 A OCT 13</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr></table> |             |         | CURSO | PERIODO     | HORARIO | ORGANIZACIÓN DE ARCHIVOS | AGO 25 A SEP 14 | ABIERTO         |  | SEP 22 A OCT 13 |   
   | OCT 13 A NOV 4 | <b>SECRETARIO</b> |       |         | <b>TEMAS SEMIPRESENCIALES</b> |  |             | <b>DURACIÓN: 20 Y 15 HORAS</b> |  |                | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>AGENDA ELECTRÓNICA PARA SECRETARIO</td><td>AGO 25 A SEP 14</td><td rowspan="4">ABIERTO</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr><tr><td></td><td>SEP 8 AL 30</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr></table> |  |  | CURSO | PERIODO | HORARIO | AGENDA ELECTRÓNICA PARA SECRETARIO | AGO 25 A SEP 14 | ABIERTO |  | OCT 13 A NOV 4 |  | SEP 8 AL 30 |  | NOV 3 AL 24 | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO</td><td>AGO 23 A SEP 3</td><td rowspan="2">ABIERTO</td></tr><tr><td></td><td>NOV 8 AL 22</td></tr></table> |  |  | CURSO | PERIODO | HORARIO | LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO | AGO 23 A SEP 3 | ABIERTO |  | NOV 8 AL 22 | <b>CÓMPUTO (En Línea)</b> |  |  | <b>AUXILIAR DE LABORATORIO</b> |  |  | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)*</td><td>OCT 27 A 8 DE NOV</td><td>9 A 12</td></tr></table> |  |  | CURSO | PERIODO | HORARIO | BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)* | OCT 27 A 8 DE NOV | 9 A 12 | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL</td><td>SEP 8 AL 30</td><td rowspan="5">ABIERTO</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr><tr><td></td><td>AGO 9 AL 27</td></tr><tr><td></td><td>AGO 23 A SEP 10</td></tr><tr><td></td><td>SEP 6 AL 28</td></tr></table> |  |  | CURSO | PERIODO | HORARIO | TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL | SEP 8 AL 30 | ABIERTO |  | NOV 3 AL 24 |  | AGO 9 AL 27 |  | AGO 23 A SEP 10 |  | SEP 6 AL 28 | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)*</td><td>AGO 9 AL 13</td><td>15 A 19</td></tr><tr><td></td><td>NOV 29 A DIC 3</td><td>9 A
13</td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td></tr><tr><td></td><td></t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|  |  | CURSO | PERIODO | HORARIO | MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)* | AGO 9 AL 13 | 15 A 19 |  | NOV 29 A DIC 3 | 9 A 13 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| ALMACENISTA  | AGO 24 A NOV 24   | 9 A 11  |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| AUXILIAR DE LABORATORIO (NED)*   | AGO 9 A NOV 3     | 13 A 16 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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   |       |         |         |  |                |   |                |             |  |             |                                 |                                |                                |                |   |  |  |       |         |         |  |                   |        |   |  |  |   |         |         |   |             |         |       |             |         |                          |                 |                 |  |                 |  
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| BIBLIOTECARIO (NED)*   | AGO 12 A OCT 25   | 9 A 12  |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| JEFE ADMINISTRATIVO  | AGO 16 A SEP 28   | 16 A 20 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| JEFE DE LABORATORIO (NED)*   | AGO 2 A OCT 18    | 9 A 12  |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |
| MULTICOPISTA   | OCT 25 A DIC 10   | 13 A 16 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| OFICIAL DE TRANSPORTE  | AGO 2 A OCT 13    | 16 A 18 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
  |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |
| OFICIAL DE TRANSPORTE ESPECIALIZADO  | SEP 29 A DIC 8    | 16 A 19 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <b>CURSOS PROPIOS DEL PAC 2021</b>   |                   |         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>JEFE DE BIBLIOTECA (NED)*</td><td>SEP 13 A DIC 10</td><td>15 A 18</td></tr><tr><td>JEFE DE TALLER</td><td>OCT 14 A DIC 9</td><td>16 A 19</td></tr></table>  |         |         | CURSO  | PERIODO         | HORARIO | JEFE DE BIBLIOTECA (NED)*  | SEP 13 A DIC 10   | 15 A 18 | JEFE DE TALLER  | OCT 14 A DIC 9  | 16 A 19         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>HERRAMIENTAS PARA LA PRESENTACIÓN DE LA INFORMACIÓN</td><td>NOV 3 AL 24</td><td></td></tr></table>      |                   |                  | CURSO   | PERIODO                       | HORARIO              | HERRAMIENTAS PARA LA PRESENTACIÓN DE LA INFORMACIÓN | NOV 3 AL 24     |   | <b>AUXILIAR DE CONTABILIDAD</b>   |                |                                   | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>INTERNET PARA BIBLIOTECARIOS</td><td>AGO 23 A SEP 3</td><td rowspan="4">ABIERTO</td></tr><tr><td></td><td>NOV 8 AL 22</td></tr><tr><td>DESARROLLO SITUACIONAL EN LAS BIBLIOTECAS</td><td>NOV 8 AL 22</td></tr><tr><td></td><td>NOV 22 A DIC 3</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td colspan="3"><b>PROMOCION ESCALAFONARIA (En Línea)</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>JEFE DE OFICINA</td><td>AGO 16 A NOV 22</td><td>11 A 14</td></tr><tr><td>TÉCNICO</td><td>AGO 16 A NOV 26</td><td>11 A 14</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BALANZA DE COMPROBACIÓN Y ESTADOS FINANCIEROS</td><td>SEP 29 A OCT 20</td><td>ABIERTO</td></tr></table></td><td colspan="3"><b>ARCHIVISTA, OFICIAL DE SERVICIOS ADMINISTRATIVOS, SECRETARIO, SECRETARIO BILINGÜE, OFICINISTA DE SERVICIOS ESCOLARES, JEFE DE SERVICIO, JEFE DE SECCIÓN, JEFE DE OFICINA, JEFE ADMINISTRATIVO, JEFE DE BIBLIOTECA; ANALISTA Y TÉCNICO.</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN DEWEY</td><td>NOV 22 A DIC 3</td><td rowspan="4">ABIERTO</td></tr><tr><td>ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN LC</td><td>OCT 4 AL 18</td></tr><tr><td>PROACTIVIDAD EN LAS BIBLIOTECAS</td><td>SEP 20 A OCT 1</td></tr><tr><td>RESILIENCIA EN LAS BIBLIOTECAS</td><td>SEP 20 A OCT 1</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td colspan="3"><b>ACTUALIZACIÓN Presencial (Lunes a Viernes)</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORGANIZACIÓN DE ARCHIVOS</td><td>AGO 25 A SEP 14</td><td rowspan="3">ABIERTO</td></tr><tr><td></td><td>SEP 22 A OCT 13</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr></table></td><td colspan="3"><b>SECRETARIO</b></td><td colspan="3"><b>TEMAS SEMIPRESENCIALES</b></td></tr><tr><td colspan="3"><b>DURACIÓN: 20 Y 15 HORAS</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>AGENDA ELECTRÓNICA PARA SECRETARIO</td><td>AGO 25 A SEP 14</td><td rowspan="4">ABIERTO</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr><tr><td></td><td>SEP 8 AL 30</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO</td><td>AGO 23 A SEP 3</td><td rowspan="2">ABIERTO</td></tr><tr><td></td><td>NOV 8 AL 22</td></tr></table></td><td colspan="3"><b>CÓMPUTO (En Línea)</b></td></tr><tr><td colspan="3"><b>AUXILIAR DE LABORATORIO</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)*</td><td>OCT 27 A 8 DE NOV</td><td>9 A 12</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL</td><td>SEP 8 AL 30</td><td rowspan="5">ABIERTO</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr><tr><td></td><td>AGO 9 AL 27</td></tr><tr><td></td><td>AGO 23 A SEP 10</td></tr><tr><td></td><td>SEP 6 AL 28</td></tr></table></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)*</td><td>AGO 9 AL 13</td><td>15 A 19</td></tr><tr><td></td><td>NOV 29 A DIC 3</td><td>9 A
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  | CURSO                 | PERIODO        | HORARIO | INTERNET PARA BIBLIOTECARIOS  | AGO 23 A SEP 3 | ABIERTO  |  | NOV 8 AL 22   | DESARROLLO SITUACIONAL EN LAS BIBLIOTECAS | NOV 8 AL 22    |                                | NOV 22 A DIC 3           |   
  |         |  |       |         |         |  |                |         |                               |                |  | <b>PROMOCION ESCALAFONARIA (En Línea)</b>         |  |                | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>JEFE DE OFICINA</td><td>AGO 16 A NOV 22</td><td>11 A 14</td></tr><tr><td>TÉCNICO</td><td>AGO 16 A NOV 26</td><td>11 A 14</td></tr></table>  |  |  | CURSO | PERIODO | HORARIO | JEFE DE OFICINA          | AGO 16 A NOV 22 | 11 A 14 | TÉCNICO | AGO 16 A NOV 26 | 11 A 14 | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BALANZA DE COMPROBACIÓN Y ESTADOS FINANCIEROS</td><td>SEP 29 A OCT 20</td><td>ABIERTO</td></tr></table> |                   |  | CURSO  | PERIODO                       | HORARIO | BALANZA DE COMPROBACIÓN Y ESTADOS FINANCIEROS | SEP 29 A OCT 20                | ABIERTO | <b>ARCHIVISTA, OFICIAL DE SERVICIOS ADMINISTRATIVOS, SECRETARIO, SECRETARIO BILINGÜE, OFICINISTA DE SERVICIOS ESCOLARES, JEFE DE SERVICIO, JEFE DE SECCIÓN, JEFE DE OFICINA, JEFE ADMINISTRATIVO, JEFE DE BIBLIOTECA; ANALISTA Y TÉCNICO.</b> |   |         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN DEWEY</td><td>NOV 22 A DIC 3</td><td rowspan="4">ABIERTO</td></tr><tr><td>ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN LC</td><td>OCT 4 AL 18</td></tr><tr><td>PROACTIVIDAD EN LAS BIBLIOTECAS</td><td>SEP 20 A OCT 1</td></tr><tr><td>RESILIENCIA EN LAS BIBLIOTECAS</td><td>SEP 20 A OCT 1</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td colspan="3"><b>ACTUALIZACIÓN Presencial (Lunes a Viernes)</b></td><td colspan="3"><table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORGANIZACIÓN DE ARCHIVOS</td><td>AGO 25 A SEP 14</td><td
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  | CURSO | PERIODO | HORARIO | LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO | AGO 23 A SEP 3 | ABIERTO   |                | NOV 8 AL 22 | <b>CÓMPUTO (En Línea)</b>  |             |                                 | <b>AUXILIAR DE LABORATORIO</b> |                                |                | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)*</td><td>OCT 27 A 8 DE NOV</td><td>9 A 12</td></tr></table> |  |  | CURSO | PERIODO | HORARIO | BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)* | OCT 27 A 8 DE NOV | 9 A 12 | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL</td><td>SEP 8 AL 30</td><td rowspan="5">ABIERTO</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr><tr><td></td><td>AGO 9 AL 27</td></tr><tr><td></td><td>AGO 23 A SEP 10</td></tr><tr><td></td><td>SEP 6 AL 28</td></tr></table> |  |  | CURSO   | PERIODO | HORARIO | TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL   | SEP 8 AL 30 | ABIERTO |       | NOV 3 AL 24 |         | AGO 9 AL 27              |                 | AGO 23 A SEP 10 |  | SEP 6 AL 28     | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)*</td><td>AGO 9 AL 13</td><td>15 A 19</td></tr><tr><td></td><td>NOV 29 A DIC 3</td><td>9 A 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              |                   | CURSO | PERIODO | HORARIO                       | MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)* | AGO 9 AL 13 | 15 A 19                        |  | NOV 29 A DIC 3 | 9 A 13  |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |   |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| JEFE DE BIBLIOTECA (NED)*  | SEP 13 A DIC 10   | 15 A 18 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  | CURSO          | PERIODO | HORARIO  | AGENDA ELECTRÓNICA PARA SECRETARIO | AGO 25 A SEP 14 | ABIERTO   |                | OCT 13 A NOV 4 |  | SEP 8 AL 30 |                                 | NOV 3 AL 24                     | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO</td><td>AGO 23 A SEP 3</td><td rowspan="2">ABIERTO</td></tr><tr><td></td><td>NOV 8 AL 22</td></tr></table> |                |   
  | CURSO | PERIODO | HORARIO | LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO | AGO 23 A SEP 3 | ABIERTO                      |                | NOV 8 AL 22 | <b>CÓMPUTO (En Línea)</b> |             |   | <b>AUXILIAR DE LABORATORIO</b>                    |  |                | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)*</td><td>OCT 27 A 8 DE NOV</td><td>9 A 12</td></tr></table>   |  |  | CURSO | PERIODO | HORARIO | BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)* | OCT 27 A 8 DE NOV | 9 A 12  | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL</td><td>SEP 8 AL 30</td><td rowspan="5">ABIERTO</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr><tr><td></td><td>AGO 9 AL 27</td></tr><tr><td></td><td>AGO 23 A SEP 10</td></tr><tr><td></td><td>SEP 6 AL 28</td></tr></table> |                 |  | CURSO                                     | PERIODO           | HORARIO | TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL  | SEP 8 AL 30                   | ABIERTO |       | NOV 3 AL 24                    |         | AGO 9 AL 27     |   | AGO 23 A SEP 10 |         | SEP 6 AL 28     | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)*</td><td>AGO 9 AL 13</td><td>15 A 19</td></tr><tr><td></td><td>NOV 29 A DIC 3</td><td>9 A
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|   |                                    | CURSO           | PERIODO | HORARIO | MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)* | AGO 9 AL 13                                   | 15 A 19         |         | NOV 29 A DIC 3  | 9 A 13  |  |   
   |       |         |         |  |                |   |                |             |  |             |                                 |                                |                                |                |   |  |  |       |         |         |  |                   |        |   |  |  |   |         |         |   |             |         |       |             |         |                          |                 |                 |  |                 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| JEFE DE OFICINA  | AGO 16 A NOV 22   | 11 A 14 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| TÉCNICO  | AGO 16 A NOV 26   | 11 A 14 |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| ORDENACIÓN TOPOGRÁFICA DE LOS LIBROS EN LA ESTANTERÍA CON CLASIFICACIÓN LC   | OCT 4 AL 18       |         |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| PROACTIVIDAD EN LAS BIBLIOTECAS  | SEP 20 A OCT 1    |         |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| RESILIENCIA EN LAS BIBLIOTECAS   | SEP 20 A OCT 1    |         |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <b>ACTUALIZACIÓN Presencial (Lunes a Viernes)</b>  |                   |         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>ORGANIZACIÓN DE ARCHIVOS</td><td>AGO 25 A SEP 14</td><td rowspan="3">ABIERTO</td></tr><tr><td></td><td>SEP 22 A OCT 13</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr></table>   |         |         | CURSO  | PERIODO         | HORARIO | ORGANIZACIÓN DE ARCHIVOS   | AGO 25 A SEP 14   | ABIERTO |   | SEP 22 A OCT 13 |                 | OCT 13 A NOV 4  | <b>SECRETARIO</b> |                  |   | <b>TEMAS SEMIPRESENCIALES</b> |                      |   |                 |   |   |                |                                   |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <b>DURACIÓN: 20 Y 15 HORAS</b>   |                   |         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>AGENDA ELECTRÓNICA PARA SECRETARIO</td><td>AGO 25 A SEP 14</td><td rowspan="4">ABIERTO</td></tr><tr><td></td><td>OCT 13 A NOV 4</td></tr><tr><td></td><td>SEP 8 AL 30</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr></table>   |         |         | CURSO  | PERIODO         | HORARIO | AGENDA ELECTRÓNICA PARA SECRETARIO   | AGO 25 A SEP 14   | ABIERTO |   | OCT 13 A NOV 4  |                 | SEP 8 AL 30   |                   | NOV 3 AL 24      | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO</td><td>AGO 23 A SEP 3</td><td rowspan="2">ABIERTO</td></tr><tr><td></td><td>NOV 8 AL 22</td></tr></table> |                               |                      | CURSO   | PERIODO         | HORARIO   | LA AUTOMATIZACIÓN DEL SERVICIO BIBLIOTECARIO  | AGO 23 A SEP 3 | ABIERTO                           |  
   | NOV 8 AL 22     | <b>CÓMPUTO (En Línea)</b>   
   |                       |                |         |   |                |  |  |               |   |                |                                |                          | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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|  | SEP 8 AL 30       |         |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| <b>AUXILIAR DE LABORATORIO</b>   |                   |         | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)*</td><td>OCT 27 A 8 DE NOV</td><td>9 A 12</td></tr></table>   |         |         | CURSO  | PERIODO         | HORARIO | BIOTERIO PARA AUXILIAR DE LABORATORIO (NED)*   | OCT 27 A 8 DE NOV | 9 A 12  | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL</td><td>SEP 8 AL 30</td><td rowspan="5">ABIERTO</td></tr><tr><td></td><td>NOV 3 AL 24</td></tr><tr><td></td><td>AGO 9 AL 27</td></tr><tr><td></td><td>AGO 23 A SEP 10</td></tr><tr><td></td><td>SEP 6 AL 28</td></tr></table> |                 |                 | CURSO   | PERIODO           | HORARIO          | TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL   | SEP 8 AL 30                   | ABIERTO              |   | NOV 3 AL 24     |   | AGO 9 AL 27   |                | AGO 23 A SEP 10                   |  
   | SEP 6 AL 28     | <table><tr><th>CURSO</th><th>PERIODO</th><th>HORARIO</th></tr><tr><td>MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)*</td><td>AGO 9 AL 13</td><td>15 A 19</td></tr><tr><td></td><td>NOV 29 A DIC 3</td><td>9 A
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|                       |                | CURSO   | PERIODO   | HORARIO        | MEJORA CONTINUA EN LOS SERVICIOS BIBLIOTECARIOS (NED)* | AGO 9 AL 13  | 15 A 19       |   | NOV 29 A DIC 3 | 9 A 13                         |                          |   
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   |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |   
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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| CURSO  | PERIODO           | HORARIO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
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| TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL  | SEP 8 AL 30       | ABIERTO |   |         |         |  |                 |         |  |                   |         |   |                 |                 |   |                   |                  |   |                               |                      |   |                 |   |   |                |                                   |  
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   |       |         |         |  |                |   |                |             |  |             |                                 |                                |                                |                |   |  |  |       |         |         |  |                   |        |   |  |  |   |         |         |   |             |         |       |             |         |                          |                 |                 |  |                 |  
  |                |                   |       |         |                               |  |             |                                |  |                |   |  |  |       |         |         |                                    |                 |         |  |                |  |             |  |             |   |  |  |       |         |         |  |                |         |  |             |                           |  |  |                                |  |  |   |  |  |       |         |         |  |                   |        |   |  |  |       |         |         |   |             |         |  |             |  |             |  |                 |  |             |  
  |  |  |       |         |         |  |             |         |  |                |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |    |

WORD 1 (OFFICE 2010)		EXCEL 2 (OFFICE 2019) ★		OFFICE INTEGRADO (2010)		
PERIODO	HORARIO	AGO 9 AL 27	ABIERTO	AGO 27 A SEP 20		ABIERTO
AGO 4 AL 24	ABIERTO	AGO 23 A SEP 10		SEP 10 A OCT 4		
OCT 20 A NOV 11		SEP 13 A OCT 5		OFFICE INTEGRADO (2019) ★		
WORD 1 (OFFICE 2019) ★		SEP 27 A OCT 18		SEP 24 A OCT 15		ABIERTO
PERIODO	HORARIO	OCT 4 AL 25		OCT 15 A NOV 8		
AGO 11 AL 31	ABIERTO	NOV 8 AL 29		NOV 5 AL 26		
AGO 25 A SEP 14		EXCEL 3 (OFFICE 2010)		DESARROLLO HUMANO Y SUPERACION PERSONAL (Lunes a Viernes) Presencial		
SEP 8 AL 30		PERIODO	HORARIO	RECUBRIMIENTOS (PASTAS Y PINTURAS)	NOV 9 AL 18	13 A 16
SEP 29 A OCT 20		AGO 18 A SEP 7	ABIERTO	RECUBRIMIENTOS (IMPERMEABILIZACIÓN)	NOV 19 AL 25	9 A 13
OCT 13 A NOV 4		OCT 27 A NOV 19		PLOMERÍA (INSTALACIONES HIDROSANITARIAS)	OCT 25 AL 29	9 A 13
NOV 3 AL 24		EXCEL 3 (OFFICE 2019) ★		SISTEMAS DE CONSTRUCCIÓN LIGEROS	NOV 29 A DIC 3	9 A 13
WORD 2 (OFFICE 2010)		PERIODO	HORARIO	TEMAS COMPLEMENTARIOS, PROMOCIÓN PARA SECRETARIO		
PERIODO	HORARIO	AGO 25 A SEP 14	ABIERTO	ORGANIZACIÓN DE ARCHIVOS	SEP 24 A OCT 4	16 A 20
AGO 2 AL 20	ABIERTO	OCT 6 AL 27		TÉCNICAS PARA EL BUEN DESEMPEÑO SECRETARIAL	OCT 5 AL 11	16 A 20
OCT 25 A NOV 17		NOV 3 AL 24		ELABORACIÓN DE DOCUMENTOS OFICIALES CON WORD	OCT 13 AL 19	
WORD 2 (OFFICE 2019) ★		PERIODO	HORARIO	TAQUIGRAFÍA (80 hrs.)	OCT 20 A NOV 19	
PERIODO	HORARIO	AGO 13 A SEP 2	ABIERTO	DESARROLLO HUMANO Y SUPERACION PERSONAL (en Línea)		
AGO 9 AL 27	ABIERTO	SEP 3 AL 27		CURSO MASIVO: HABILIDADES SOCIOEMOCIONALES NECESARIAS PARA EL RETORNO A LAS ACTIVIDADES LABORALES EN EL MARCO DE LA NUEVA NORMALIDAD ★	TRES GRUPOS POR SEMANA PARA TODOS LOS PUESTOS	
AGO 23 A SEP 10		SEP 17 A OCT 7				
SEP 6 AL 28		OCT 15 A NOV 8				
SEP 20 A OCT 8		NOV 5 AL 26				
OCT 4 AL 25						
OCT 18 A NOV 9	ACCESS 2 (OFFICE 2019) ★		CURSO MASIVO: NUEVA NORMALIDAD. RETORNO A LAS ACTIVIDADES LABORALES EN TIEMPOS DE COVID-19	(ABIERTO) DISPONIBLES EN LA OFICINA VIRTUAL DE FORMA PERMANENTE TODOS LOS PUESTOS		
WORD 3 (OFFICE 2010)		PERIODO	HORARIO		CURSO MASIVO: DERECHOS HUMANOS Y PREVENCIÓN DE LA VIOLENCIA DE GÉNERO ★	
PERIODO	HORARIO	AGO 20 A SEP 9	ABIERTO		TUTORIAL PARA TOMAR UN CURSO EN LÍNEA	
AGO 18 A SEP 7	ABIERTO	SEP 24 A OCT 15			VIDEO-RESUMEN HABILIDADES SOCIOEMOCIONALES NECESARIAS PARA EL RETORNO A LAS ACTIVIDADES LABORALES EN EL MARCO DE LA NUEVA NORMALIDAD ★	
OCT 4 AL 25		OCT 8 AL 29			VIDEO-RESUMEN NUEVA NORMALIDAD	
WORD 3 (OFFICE 2019) ★		OCT 15 A NOV 8		VIDEO-RESUMEN DERECHOS HUMANOS Y PREVENCIÓN DE LA VIOLENCIA DE GÉNERO ★		
PERIODO	HORARIO	NOV 5 AL 26		CURSO EN LÍNEA: EL NUEVO LENGUAJE DE LAS TIC'S ★	DOS GRUPOS AL MES TODOS LOS PUESTOS	
AGO 11 AL 31	ABIERTO	AGENDA ELECTRÓNICA (OUTLOOK, OFFICE 2010)		PREJUBILATORIO (Lunes a Viernes) DURACIÓN: 96 HORAS		
SEP 22 A OCT 13		PERIODO	HORARIO	PERIODO	HORARIO	
OCT 20 A NOV 11		OCT 13 A NOV 4	ABIERTO	OCT 26 A NOV 26	9 A 13	
EXCEL 1 (OFFICE 2010)		AGENDA ELECTRÓNICA (OUTLOOK, OFFICE 2019) ★		NOV 8 A DIC 8	11 A 15	
PERIODO	HORARIO	PERIODO	HORARIO	FORMACIÓN DE INSTRUCTORES (En Línea) DURACIÓN: 60 HORAS		
AGO 4 AL 24	ABIERTO	AGO 27 A SEP 20	ABIERTO	PERIODO	HORARIO	
OCT 27 A NOV 19		SEP 17 A OCT 7		AGO 23 A SEP 21	10 A 13	
EXCEL 1 (OFFICE 2019) ★		OCT 15 A NOV 8		DURACIÓN: 144 HORAS		
PERIODO	HORARIO	NOV 5 AL 26	POWERPOINT 1 (OFFICE 2019) ★		PERIODO	HORARIO
AGO 18 A SEP 7	ABIERTO	PERIODO	HORARIO	SEP 13 A NOV 25	16 A 19	
SEP 1 AL 23		AGO 23 A SEP 10	ABIERTO	CMPCA		
SEP 22 A OCT 13		SEP 27 A OCT 18				
SEP 29 A OCT 20		OCT 25 A NOV 17				
OCT 13 A NOV 4		POWERPOINT 2 (OFFICE 2019) ★				
OCT 20 A NOV 11		PERIODO	HORARIO			
EXCEL 2 (OFFICE 2010)		SEP 20 A OCT 8	ABIERTO			
PERIODO	AGO 2 AL 20	OCT 11 A NOV 3				
OCT 4 AL 25		NOV 8 AL 29				
★ Tema Nuevo						
★ Tema Nuevo en esta modalidad						
(NED)* Nueva Estrategia Didáctica						



