



Republic of the Philippines  
Department of Environment and Natural Resources  
**PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
MIMAROPA Region

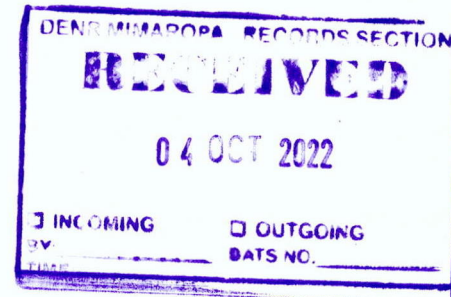
SEP 15 2022

**MEMORANDUM**

FOR : The Regional Executive Director  
1515 L&S Bldg., Roxas Blvd.,  
Ermita, Manila

FROM : The OIC, PENR Officer

SUBJECT : SUBMISSION OF CAPACITY BUILDING PLAN FOR APO  
REEF NATURAL PARK-PROTECTED AREA MANAGEMENT  
BOARD (PAMB) AND PROTECTED AREA MANAGEMENT  
(PAMO) FOR CY 2023-2033



Respectfully forwarded is the memorandum dated September 7, 2022 of CENRO Sablayan relative to the submission of capacity building plan of Apo Reef Natural Park for CY 2023-2033. The training needs assessment of PAMB was conducted last July 7, 2022 at Las Pinas-Paranaque Wetland Park while for PAMO was conducted on July 18, 2022 at Apo Reef Natural Park. The proposed capacity building was based on the result of training needs assessment which aims to increase their level of understanding on Salient Features of the Republic Act 11038 or the NIPAS Act as amended and its IRR (DAO 2019-05), Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs), and Legal and Policy Framework for Biodiversity Conservation and Environmental Management.

Further, the said plan will be included in the forward estimates and budget proposal of the office for future funding.

For information and record.

pw:   
**ERNESTO E. TAÑADA**  
09/16/2022



**Department of Environment and Natural Resources**  
**MIMAROPA Region**  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

September 7, 2022

**MEMORANDUM**

**FOR :** The Regional Executive Director  
DENR MIMAROPA Region  
Ermita, Manila

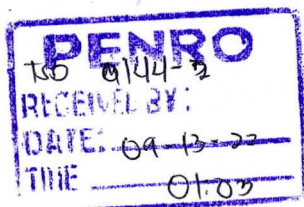
**THRU :** The OIC PENR Officer  
Mamburao, Occidental Mindoro

**FROM :** The CENR Officer  
Sablayan, Occidental Mindoro

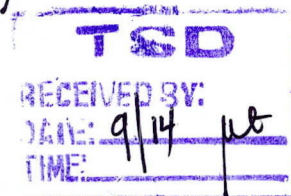
**SUBJECT:** SUBMISSION OF CAPACITY BUILDING PLAN FOR APO REEF  
NATURAL PARK- PROTECTED AREA MANAGEMENT BOARD  
(PAMB) AND PROTECTED AREA MANAGEMENT (PAMO) FOR  
CY 2023-2033

Respectfully forwarded is the capacity building plan of Apo Reef Natural Park for CY 2023-2033. The proposed capacity building for both PAMB and PAMO of ARNP aims to increase their level of knowledge and understanding on the major components of PA Managements which includes Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05), Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs), and Legal and Policy Framework for Biodiversity Conservation and Environmental Management. This plan will be included in the forward estimates and budget proposal of this office, for future funding.

For review and record.



FOR. ANASTASIO A. SANTOS, MPA







**Department of Environment and Natural Resources**  
**MIMAROPA Region**  
**APO REEF NATURAL PARK**  
**Protected Area Management Office**



September 7, 2022

**MEMORANDUM**

**FOR :** The Regional Executive Director  
DENR MIMAROPA Region  
Ermita, Manila

**THRU :** The OIC PENR Officer  
Mamburao, Occidental Mindoro

The CENR Officer  
Sablayan, Occidental Mindoro

**FROM :** The Protected Area Superintendent

**SUBJECT :** SUBMISSION OF CAPACITY BUILDING PLAN FOR APO  
REEF NATURAL PARK- PROTECTED AREA  
MANAGEMENT BOARD (PAMB) AND PROTECTED  
AREA MANAGEMENT (PAMO) FOR CY 2023-2033

Respectfully submitting the capacity building plan of Apo Reef Natural Park for both PAMB and PAMO for CY 2023-2033. The training needs assessment of PAMB was conducted last July 7, 2022 at Las Pinas-Paranaque Wetland Park while the training needs assessment of PAMO was conducted last July 18, 2022 at Apo Reef Natural Park. The proposed capacity building was based on the results of the training needs assessment which focuses on 3 components- Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05), Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs), and Legal and Policy Framework for Biodiversity Conservation and Environmental Management.

For perusal and record.

  
**KRYSTAL DAYNE T. VILLANADA**

## TRAINING NEEDS ASSESSMENT REPORT

### Apo Reef Natural Park

Using the tools from the DENR, the training needs assessment for Apo Reef Natural Park- Protected Area Management Board (PAMB) and Protected Area Management Office (PAMO) were conducted to determine their level of understanding on Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05), Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs), and Legal and Policy Framework for Biodiversity Conservation and Environmental Management.

The training needs assessment of PAMB was conducted at Las Pinas- Paranaque Wetland Parks, in line with the capacity building for ARNP PAMB, last July 7, 2022. The PAMO's training needs assessment on the other hand was conducted at Apo Island in Apo Reef Natural Park last July 18, 2022.

#### I. TRAINING NEEDS ASSESSMENT OF ARNP PAMB

The Apo Reef Natural Park- Protected Area Management Board is composed of nine (9) regular members, including the PAMB Chair/ Regional Executive Director of DENR. Of that number, only four (4) members have submitted their training needs assessment form. Two (2) ex-officio members have not yet submitted their official representative to the board. The academe, on the other hand, has tight schedule due to the reopening of classes, hence has failed to submit their TNA form. One (1) PAMB member from an NGO has also failed to submit due to unavailability.

##### a. Basic Information

Table 1 shows the basic information of the PAMB members who have submitted their form.

*Table 1. Basic Information of ARNP-PAMB*

NAME	JOHN PAUL ARISTOTLE C. RAMOS (PPDO)	DAVID N. DAVID (WWF)	JOBELLE M. CRUZADO (NEDA)	APOLONIA MARIE GRACE DIAMANTE (MBCFI)
Sex	1	1	2	2
Age	2	3	2	3
Employment Status	1	4	1	4
Length of Service in DENR	2	1	1	3
Length of Service in PA management	2	1	1	3
Educational Background	2	1	1	1
Relevant PA-Related Trainings Attended in the last 3 years	1	1	1	1

##### LEGEND

SEX  
1- M  
2- F

AGE  
1- 20 to 30  
2- 31 to 40  
3- 41 to 50  
4- above 51

EMPLOYMENT STATUS  
1. Regular/ Permanent  
2. Contractual  
3. Casual  
4. Others

Length of Service in PA management  
1. less than 1 Year  
2. 1 to 5 years  
3. 5 to 10 years  
4. more than 10 years

Educational Background  
0- Highschool Graduate  
1. Undergraduate  
2. Graduate

Relevant PA-Related Trainings Attended in the last 3 years  
1. 0 to 5 trainings  
2. 6 to 10 trainings  
3. 10 to 20 trainings  
4. more than 20 training

LENGTH OF SERVICE IN DENR  
1. less than 1 Year  
2. 1 to 5 years  
3. 5 to 10 years  
4. more than 10 years



It can be inferred from the table above that most of the PAMB Members have less than 1 year to 5 years in PA Management. It can also be seen that all of the respondents have less than 5 relevant PA- related trainings attended within the last 3 years. This shows that capacity building for PAMB members is necessary to ensure the effective implementation of related policies.

b. Level of Knowledge and Understanding

Table 2 shows the level of knowledge and understanding of PAMB on 3 major components while Figure 1 shows their average level of understanding and knowledge in percentage.

Table 2. Level of Knowledge and Understanding of ARNP- PAMB

PARTICULARS		AVERAGE
<b>B1</b>	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05) (44 points)	<b>18</b>
<b>B2</b>	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs) (92 points)	<b>36</b>
<b>B3</b>	Legal and Policy Framework for Biodiversity Conservation and Environmental Management (100 points)	<b>42</b>

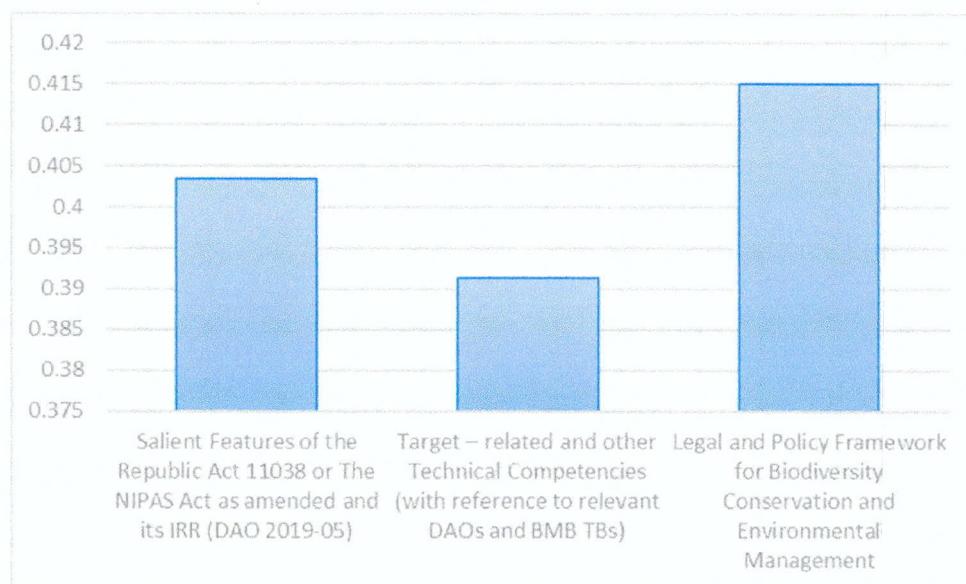


Figure 1. Average Level of Knowledge and Understanding of ARNP-PAMB (%)

It can be inferred from the table and figure above that the ARNP- PAMB is most knowledgeable on Legal and Policy Framework for Biodiversity Conservation and Environmental Management and lowest on Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs). This is an ideal

result as PAMBs are the policy-making body of the protected area, hence they should be knowledgeable on legal and policy framework.

Table 3 shows the priority knowledge and understanding for ARNP- PAMB Members. From this, the trainings for the PAMB from 2023- 2032 was listed and proposed (Table 4). The proposed capacity building for PAMB is composed of six (6) trainings which will be conducted within 10 years. The total budget for the trainings is P 1, 025,000.00 which can be charged from GAA, IPAF PA-RIA, LGU Sablayan, NGOs and other stakeholders.

Table 3. Priority Components of ARNP-PAMB

<b>PARTICULARS</b>
<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>
PAMB Operationalization (Sec 10-11)
Environmental Impact Assessment (EIA) (Sec 12)
Integrated Protected Area Fund (IPAF) (Sec 16)
Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)
Tenured Migrants and PACBRMA (Sec 23)
Special Use Agreement in Protected Areas (SAPA) (Sec 25)
<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>
Biodiversity Monitoring System (BMS)
Biodiversity Assessment and Monitoring System (BMS)
Ecosystem Valuation Study
<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>
Environmental functions devolved to local government units under Section 17 of the Local Government Code
Wildlife Act (RA 9147)
Philippine Mining Act (RA 7942)
Philippine Environmental Impact Statement System (PD 1586)
Establishing the Guidelines for Ecotourism Development (EO 111)
Ramsar Convention on Wetlands of International Importance
Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)



Table 4. Capacity Building Plan, ARNP-PAMB (2023-2033)

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES																	
MIMAROPA Region																	
Capacity Building Plan for Protected Area Management Board (PAMB)																	
FY 2023-2033																	
APO REEF NATURAL PARK																	
CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	TARGET LEARNERS		POSITION S	SCHEDULE										BUDGET (PHP)	
			NAME OF ENTITY	NO.		2023	2024	2025	2026	2027	2028	2029	2030	2031	2032		2033
Orientation on ENIPAS Act	Provide orientation / refresher to the new and existing members of the PAMB regarding the provisions of the ENIPAS Act	Commitment and improved performance of the PAMB members on their duties and responsibilities in the fulfillment of the Vision and Mission of the PA		15													45,000.00
Updating of Manual of Operations of Protected Area Management Board	To familiarized and to provide deeper understanding in the operation and management of the protected area	Committed and self-reliant members of the Board		15													45,000.00
Management Effectiveness Assessment	To assess the management strategies in Apo Reef Natural Park	MEA Report/ Enhanced management strategies in ARNP	MBCFI, PCGA, WWF, LGU SABLAYAN, PCO OCC MINDORO, NEDA, OFFICE OF THE REPRESENTATIVE, PUP SABLAYAN	15	PAMB and PAMO												45,000.00
Refresher course on Protected Area Planning (PAMP, Ecotourism, Finance Plan etc.)	To provide planning skills to members of the Board	Capacitated PAMB members on Drafting of PAMP and other PA plans		15													45,000.00
Updating of Memorandum of Agreement with the Local Government Unit/ Orientation of LGU Code	To harmonize the operation of ARNP with the operation of LGU	Updated MOA		15													45,000.00
Cross Visit to Other Protected Areas	To expose PAMB Members and PAMO Staff to other management strategies of different PAs	Adoption of best Practices of other PAs		20													800,000.00

### c. Training Methods, Logistics and Requirement

The PAMB Members were asked on their preferred training/learning method, resource persons, facilitators, venue, frequency of trainings, and logistics and requirements. Figures 2-7 shows the choices of the PAMB on the above criteria while Table 5 shows contains its summary.

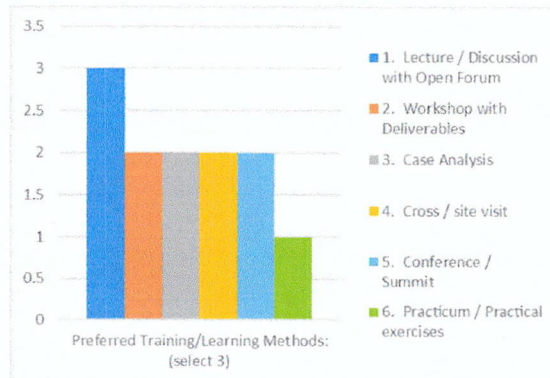


Figure 2. Preferred Training/ Learning Method

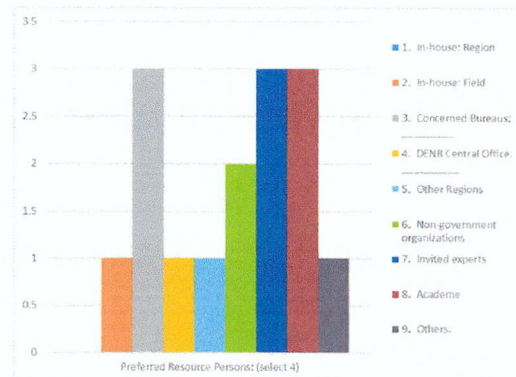


Figure 3. Preferred Resource Persons

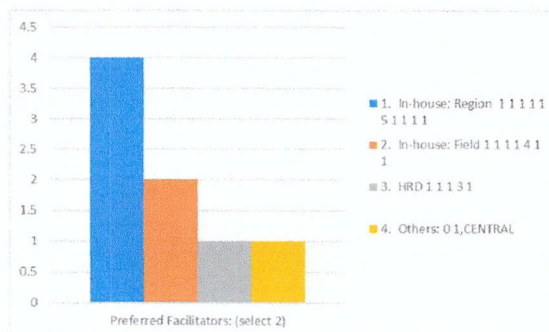


Figure 4. Preferred Facilitators

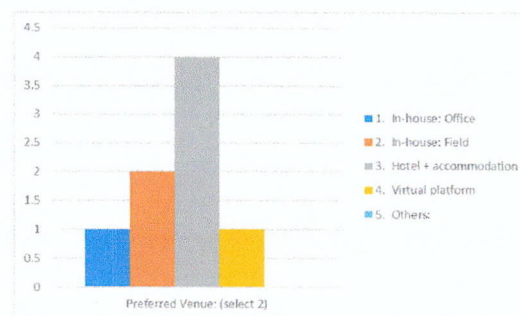


Figure 5. Preferred Venue

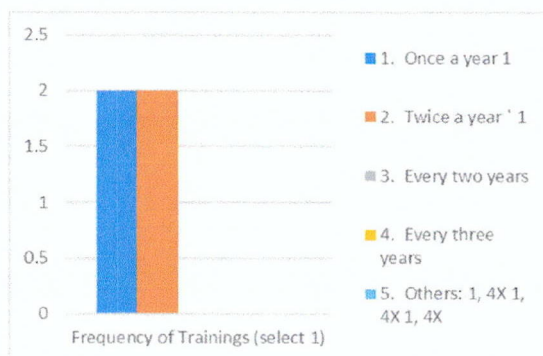


Figure 6. Preferred Frequency of Training

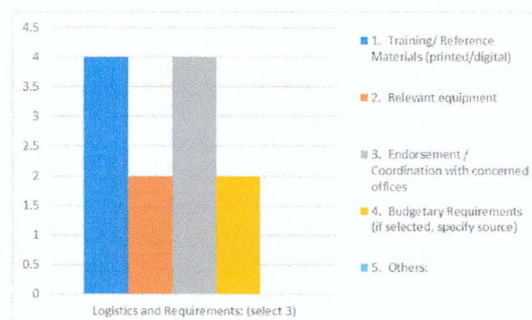


Figure 7. Preferred Logistics and Requirement

It can be inferred that the most preferred type of training of PAMB is the lectures with open forum. Their preferred resource speakers are from concerned bureaus, non-government organizations, and invited experts. Resource persons from concerned bureaus were preferred since all the policies were drafted by them. One PAMB suggested to have speakers from the International Union for Conservation for Nature. Their preferred facilitators are from the regional office and field offices. The venue for the trainings may either be on field or at a hotel accommodation. Training/s must be conducted once or twice a year as most of the PAMB Members have commitment with their own respective offices. Their preferred materials are training materials, and



endorsement/ coordination with concerned offices. The endorsement/ coordination with concerned offices entails the immediate action on the proceedings of every training/ meeting that is being conducted by PAMB. This is to ensure that proper actions will be taken in every matter that will be discussed.

*Table 5. Preference of ARNP-PAMB on Training Methods, Logistics and Requirement*

C1.	Preferred Training/Learning Methods: (select 3)
	1. Lecture / Discussion with Open Forum
	2. Workshop with Deliverables
	3. Case Analysis
	4. Cross / site visit
	5. Conference / Summit
C2.	Preferred Resource Persons: (select 4)
	1. Concerned Bureaus: _____
	2. non-government organizations
	3. Invited experts
	4. Academe
C3.	Preferred Facilitators: (select 2)
	1. In-house: Region
	2. In-house: Field
C4.	Preferred Venue: (select 2)
	1. In-house: Field
	2. Hotel + accommodation
C5.	Frequency of Trainings (select 1)
	1. Once a year
	2. Twice a year
C6.	Logistics and Requirements: (select 3)
	1. Training/ Reference Materials (printed/digital)
	2. Endorsement / Coordination with concerned offices

## II. TRAINING NEEDS ASSESSMENT OF ARNP PAMO

ARNP-PAMO is composed of nineteen (19) staff. Six (6) of which are regular employees of DENR CENRO Sablayan while the rest are employed under contract of service. All the regular employees answered the TNA questionnaire. The team leaders for the 2 patrol teams- Efraim Pagador, Roberto Beringuela, Odelon Dangelos, and Fernando Advincula, Jr., represent the park rangers. Aside from the regular personnel, the Extension Officer for Coastal and Marine Ecosystem Management Program (CMEMP) also answered the TNA to represent the biodiversity monitoring unit in ARNP.

### a. Basic Information of ARNP-PAMO

Table 6 shows the basic information/ profile of the ARNP PAMO Staff.

Table 6. Basic Information of ARNP-PAMO Staff

NAME	VILLANADA, KRYSTAL DAYNE	DANGEROS, ODELON	BERINGUELA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCULA, FERNANDO, JR.	SALVADOR, HUGO IGNACIO
Sex	2	1	1	2	1	1	1
Age	2	4	3	2	3	4	1
Employment Status	1	1	1	1	1	1	2
Length of Service in DENR	3	4	4	3	3	4	2
Length of Service in PA management	2	4	4	3	3	4	2
Educational Background«	2	1	1	1	0	1	1
Relevant PA- Related Trainings Attended in the last 3 years	4	1	1	3	1	1	3

#### LEGEND

SEX  
1- M  
2- F

EMPLOYMENT STATUS  
1. Regular/ Permanent  
2. Contractual  
3. Casual  
4. Others

Educational Background:  
0- Highschool Graduate  
1. Undergraduate  
2. Graduate

LENGTH OF SERVICE IN DENR  
1. less than 1 Year  
2. 1 to 5 years  
3. 5 to 10 years  
4. more than 10 years

AGE  
1- 20 to 30  
2- 31 to 40  
3- 41 to 50  
4- above 51

Length of Service in PA management  
1. less than 1 Year  
2. 1 to 5 years  
3. 5 to 10 years  
4. more than 10 years

Relevant PA-Related Trainings Attended in the last 3 years  
1. 0 to 5 trainings  
2. 6 to 10 trainings  
3. 10 to 20 trainings  
4. more than 20 training

Five of the seven PAMO Staff have more than 5 years of experience in ARNP. While most of the personnel are regular employees, they are under the office CENR Sablayan. PAMO doesn't have its own employees and most of its personnel are hired under contract of service, including the CMEMP Extension officer. Even if most of the employees have been in the PA for more than five years, some of them have less than 5 trainings attended within the last 3 years. It is important for the PAMO staff to be capacitated thru trainings and learning events in order to update their knowledge on different project/ programs of the office. This is to ensure that the policies and strategies are efficiently and effectively being implemented.



b. Level of Knowledge

Table 7 and Figure 8 shows the average and percentage of level of knowledge and understanding of PAMO staff on the three major component of PA Management, respectively.

Table 7. Level of Knowledge and Understanding of ARNP- PAMO

PARTICULARS		AVERAGE
<b>B1</b>	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05) (44 points)	<b>19</b>
<b>B2</b>	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs) (92 points)	<b>35</b>
<b>B3</b>	Legal and Policy Framework for Biodiversity Conservation and Environmental Management (100 points)	<b>32</b>

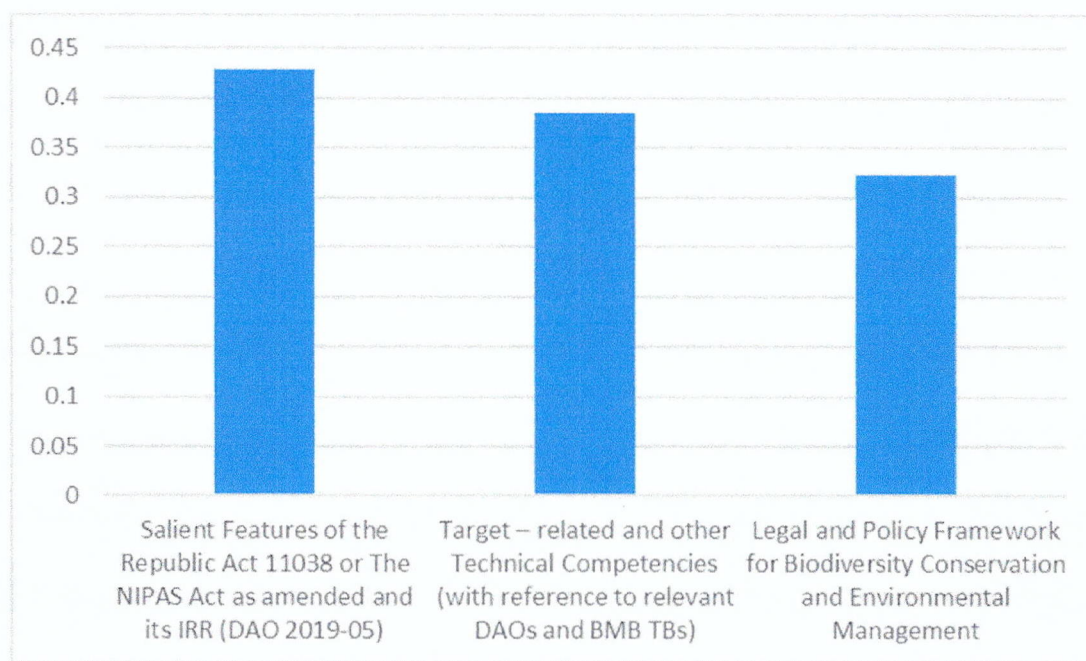


Figure 8. Average Level of Knowledge and Understanding of ARNP-PAMO (%)

It can be seen from the table and figure that the PAMO Staff has the highest knowledge and understanding in the Salient Features of E-NIPAS Act while lowest in Legal and Policy Framework. It can also be inferred that the average knowledge and understanding of PAMO Staff in the 3 components does not exceed 50%. As the results may be subjective, relevant trainings should be provided constantly to improve the implementation of activities.

Table 8 shows the priority knowledge and understanding of ARNP-PAMO. It can be seen that most of their priority lies on the legal and policy framework, in which they

have the lowest level of knowledge and understanding. This is why the proposed training/ capacity building for PAMO includes the orientation on applicable laws and policies. Aside from this, capacity building on technical competencies were also proposed to increase their knowledge and understanding. Capacity building on biodiversity monitoring systems or method is proposed yearly to improve the skills of management staff in employing the methods stipulated therein.

Table 8. Priority Components of ARNP-PAMO

PARTICULARS
<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>
Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)
Integrated Protected Area Fund (IPAF) (Sec 16)
PAMB Operationalization (Sec 10-11)
Management Plans and Management Zones (Sec 8-9)
Facilities within PA (Sec 24)
Special Use Agreement in Protected Areas (SAPA) (Sec 25)
Local Government Units (Sec 26)
<b>Target – related and other Technical Competencies</b> (with reference to relevant DAOs and BMB TBs)
Biodiversity Monitoring System (BMS)
Delineation / Demarcation of Protected Areas
Biodiversity Assessment and Monitoring System (BMS)
Communication, Education and Public Awareness (CEPA)
Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)
Ecotourism
Wildlife management
<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>
Wildlife Act (RA 9147)
Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
Fisheries Code(RA 8550)
Environmental functions devolved to local government units under Section 17 of the Local Government Code
National Policy on Biodiversity (EO 578)
Water Code of the Philippines (PD 1067) and amended IRR of 2005
Clean Water Act (RA 9275)
Climate Change Act (RA 9729)
Integrated Coastal Management Policy (EO 533)
Ramsar Convention on Wetlands of International Importance
Convention on Biological Diversity (CBD)
17 Sustainable Development Goals (SDGs)

Table 9 contains the proposed capacity building for ARNP PAMO Staff from 2023-2033. The total budget projected for this is P 1, 870,000.00 which includes travel allowance of PAMO staff, food and venue, and technical services from experts. The proposed participants for the capacity building, aside from PAMO staff, includes personnel from Municipal Environment and Natural Resources, as they are assisting the PAMO in the protection and monitoring of resources.



Table 9. Capacity Building Plan of ARNP- PAMO, 2023-2033

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES																	
MIMAROPA Region																	
Capacity Building Plan for Protected Area Management Office (PAMO)																	
FY 2023-2033																	
APO REEF NATURAL PARK																	
CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	TARGET LEARNERS			SCHEDULE										BUDGET (Php)	
			NO.	OFFICE/S	POSITION S	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032		2033
Refresher course on IRR of ENIPAS	To refresh personnel on the salient features of ENIPAS Act	Personnel who can well - implement the IRR of ENIPAS	25	ARNP PAMO/ LGU Sablayan	PASU, Park Rangers, CEPA Staff												250,000.00
Refresher course on Protected Area Planning (PAMP, Ecotourism, Finance Plan etc.)	To re-familiarize the PAMO in the updating of the management plan in 2031	Updated PAMP of ARNP	3	ARNP PAMO	PASU, Admin Staff, Technical Staff												18,000.00
Workshop on Environmental Impact Assessment	To be able to determine the impact of ecotourism activities in the biodiversity of ARNP	Impact Assessment Report	2	ARNP PAMO	PASU, Technical Staff												12,000.00
Workshop on the Delineation and Management Zoning of Protected Area	To prepare for the updating of management zone of ARNP as a component of PAMP	Updated Management Zone	2	ARNP PAMO	PASU, Technical Staff												12,000.00
Capacity Building on Biodiversity Monitoring System (BMS)	To familiarize and review PAMO Staff on standard method and report writing using BMS	Capacitated PAMO Staff	15	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff												160,000.00
Capacity Building on Biodiversity Assessment and Monitoring System (BAMS)	To familiarize and review PAMO Staff on standard method and report writing using BAMS	Capacitated PAMO Staff	15	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff												160,000.00
Capacity Building on Coral Reef Assessment, Fish Visual Census and Bird Census,	To improve the capacity of PAMO in monitoring of resources	Capacitated PAMO Staff		ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff												600,000.00
Training on Basic Photography, videography and CEPA Materials Writing	To capacite PAMO Staff on using available photo and video devices	Better quality of photo and video documentation	15	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff												160,000.00
Learning event on environmental guidelines for sustainable tourism	To refresh and review Staff on guidelines for sustainable tourism	Capacitated Staff and decreased pressure from ecotourism activities	15	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff												160,000.00
Workshop on Valuation of Resources in Protected Areas	To be able to determine the value	Valuation Report	3	ARNP PAMO	PASU, Technical Staff												18,000.00
Orientation on Water Code of the Philippines (PD 1067) and amended IRR of 2005, Clean Water Act (RA 9275), Climate Change Act (RA 9729)	To have a basic knowledge on related laws	Capacited Staff	15	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff												160,000.00
Orientation on the Fisheries Code(RA 8550)	To mainstream the law enforcement of BFAR with PAMO as part of the operation of TF MARLEN	PAMO staff well-capacitated with Fisheries Code	15	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff												160,000.00

### c. Training Methods, Logistics and Requirement

ARNP PAMO Staff were asked on their preferred training/learning method, resource persons, venue, frequency of trainings, and logistics and requirements. Figures 9-14 shows the choices of the PAMB on the above criteria while Table 10 shows contains its summary.

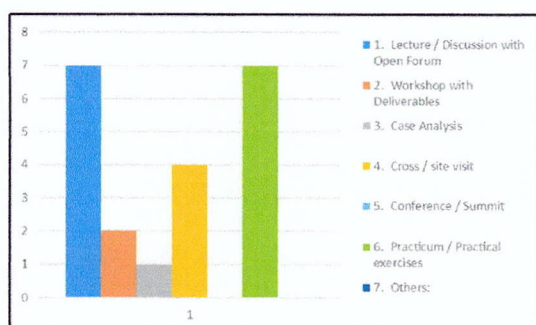


Figure 9. Preferred Training/ Learning Method

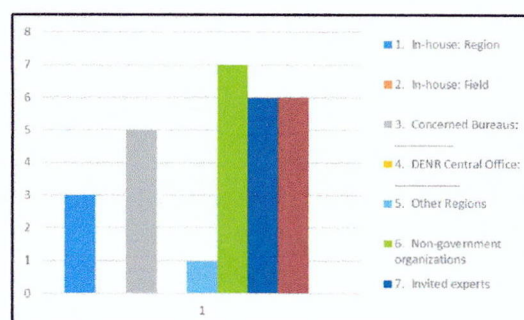


Figure 10. Preferred Resource Persons

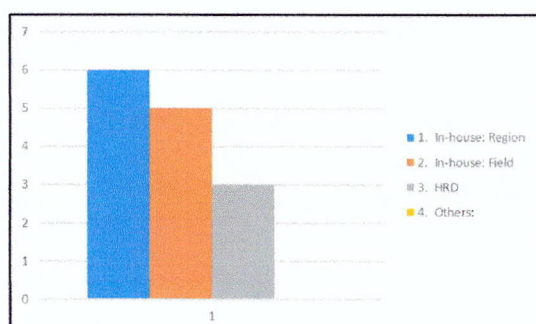


Figure 11. Preferred Facilitators

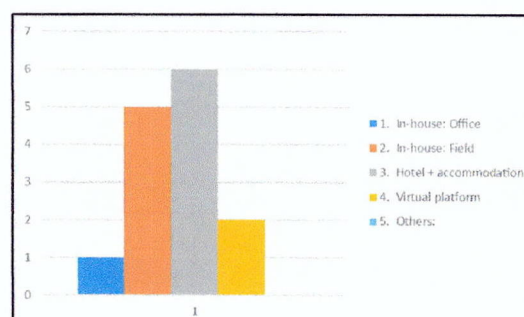


Figure 12. Preferred Venue

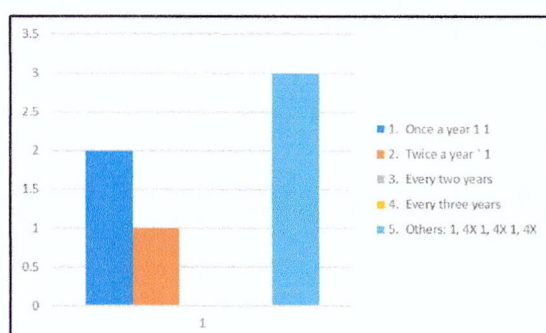


Figure 13. Preferred Frequency of Training

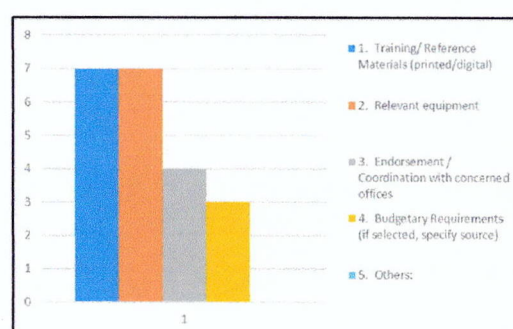


Figure 14. Preferred Logistics and Requirement

ARNP PAMO Staff preferred the lecture/discussion with open forum, cross visit and practicum or practical exercises as method of training and learning. Based on previous capacity building, practical exercises and cross visits gave the PAMO staff the actual experience of the knowledge and capacity that they have acquired, hence it was found to be more effective. Open forum, on the other hand, lets them ask clarifications, and consult matters that are vague to them.

For the resource person, speakers from non-government organizations, invited experts, and academe, are more preferred. Most of the capacity building that's



conducted in the field where organized by NGOs like Mindoro Biodiversity Conservation Foundation Inc. (MBCFI), and academe like the University of the Philippines Los Banos- Institute of Biological Sciences (UPLB-IBS). Based on the preferred training method, these stakeholders provide capacity building which are practiced in actual at the field. By observation, this method is much preferred as this is more applicable to field personnel of PAMO. This can also be inferred from the preferred venue of training which is either in a hotel or on field.

Most of the ARNP PAMO Staff preferred 4 trainings for more. For their preferred logistics and requirements are the training materials and required equipment. Training materials are effective for field personnel as they can read the lectures again and review the information therein. Equipment, on the other hand, is essential. All trainings are useless if the PAMO cannot implement it due to lack of equipment.

*Table 10. Preference of ARNP-PAMB on Training Methods, Logistics and Requirement*

C1.	Preferred Training/Learning Methods: (select 3)
	1. Lecture / Discussion with Open Forum
	4. Cross / site visit
	6. Practicum / Practical exercises
C2.	Preferred Resource Persons: (select 4)
	3. Concerned Bureaus: _____
	6. Non-government organizations
	7. Invited experts
	8. Academe
C3.	Preferred Facilitators: (select 2)
	1. In-house: Region
	2. In-house: Field
C4.	Preferred Venue: (select 2)
	2. In-house: Field
	3. Hotel + accommodation
C5.	Frequency of Trainings (select 1)
	5. Others: 4x a year
C6.	Logistics and Requirements: (select 3)
	1. Training/ Reference Materials (printed/digital)
	2. Relevant equipment
	3. Endorsement / Coordination with concerned offices

Prepared and submitted by:

**KRYSTAL DAYNE T. VILLANADA**  
Protected Area Superintendent





Annex 2- Level of Knowledge and Understanding

	PARTICULARS	PAMO										PAMB				
		VILLANADA, KRYSTAL DAYNE	DANGEROUS, ODELON	BERINGUELA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCUCLA, FERNANDO	SALVADOR, HUGO IGNACIO	AVERAGE	JOHN PAUL ARISTOTLE C. RAMOS	DAVID N. DAVID	JOBELLE M. CRUZADO	APOLONIA MARIE GRACE DIAMANTE	AVERAGE		
B1	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)	23	24	14	24	16	17	14	19	17	11	12	31	18		
a)	PA Dis/Establishment Process (Sec 5)	2	2	1	1	1	2	1	1	3	2	1	2	2		
b)	Management Plans and Management Zones (Sec 8-9)	4	3	2	2	2	2	2	2	3	2	2	4	3		
c)	PAMB Operationalization (Sec 10-11)	3	2	1	3	3	2	2	2	2	0	2	4	2		
d)	Environmental Impact Assessment (EIA) (Sec 12)	2	2	1	3	3	0	2	2	2	2	2	3	2		
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)	1	1	1	1	1	0	1	1	1	0	1	2	1		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)	3	3	2	4	1	3	2	3	1	0	1	3	2		
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)	2	3	1	2	1	2	1	2	1	0	0	2	1		
h)	Tenured Migrants and PACBRMA (Sec 23)	1	1	1	1	0	0	0	1	1	0	0	2	1		
i)	Facilities within PA (Sec 24)	2	3	2	3	2	3	2	2	1	3	1	3	2		
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)	2	2	1	2	1	2	0	1	1	2	1	3	2		
k)	Local Government Units (Sec 26)	1	2	1	2	1	1	1	1	1	0	1	3	1		
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	60	51	19	51	18	22	27	35	23	8	49	64	36		
l)	Protected Area Suitability Assessment (PASA)	2	2	1	2	0	0	2	1	1	0	2	4	2		
m)	Protected Area Management Plan and PAMB Manual of Operations	4	3	1	3	0	2	2	2	2	1	3	4	3		
n)	Delineation / Demarcation of Protected Areas	3	3	1	2	2	1	2	2	2	0	2	3	2		
o)	Biodiversity Monitoring System (BMS)	3	4	2	3	3	2	3	3	2	2	2	4	3		
p)	Biodiversity Assessment and Monitoring System (BMS)	3	4	2	2	1	0	3	2	2	2	2	4	3		
q)	Communication, Education and Public Awareness (CEPA)	4	3	1	3	1	1	1	2	2	2	2	4	3		
r)	Survey of Protected Area Occupants (SRPAO)	2	2	1	3	1	0	0	1	3	0	1	2	2		
s)	Formulation of PA Bills	2	2	2	2	0	3	0	2	0	0	3	3	2		
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	4	2	1	3	0	2	1	2	1	0	4	4	2		
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	3	2	1	3	0	1	1	2	3	1	1	4	2		



PARTICULARS	VILLANADA, KRYSTAL DAYNE	DANGEROS, ODELON	BERINGUELA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCULA, FERNANDO	SALVADOR, HUGO IGNACIO	AVERAGE	JOHN PAUL ARISTOTLE C. RAMOS	DAVID N. DAVID	JOBELLE M.CRUZADO	APOLONIA MARIE GRACE DIAMANTE	AVERAGE
v) SAPA process	2	2	0	2	0	0	0	1	0	0	2	3	1
w) PACBRMA process	2	1	0	1	0	2	1	1	0	0	2	2	1
x) Permit issuances	3	2	2	2	1	2	1	2	0	0	2	2	1
y) Ecotourism	3	3	1	3	2	0	2	2	1	0	2	4	2
z) ASEAN Heritage Park (AHP) Process	2	2	0	1	0	0	1	1	0	0	2	2	1
aa) World Heritage Site (WHS) Process	1	0	0	1	0	0	1	0	0	0	2	2	1
bb) Caves and cave management	2	1	0	1	0	0	0	1	0	0	2	1	1
cc) Inland wetland profiling and management	2	1	0	1	1	0	0	1	0	0	2	2	1
dd) Wildlife management	2	3	1	3	2	0	2	2	0	0	2	2	1
ee) Research and Special Projects	3	2	0	2	1	0	1	1	2	0	3	2	2
ff) Ecosystem Valuation Study	2	1	1	2	0	0	0	1	1	0	2	2	1
gg) Rates of Fees for the Entrance and Use of Facilities in PAs	3	3	0	3	1	3	1	2	0	0	2	2	1
hh) Revenue Sharing between PA and LGUs	3	3	1	3	2	3	2	2	1	0	2	2	1
B3 Legal and Policy Framework for Biodiversity Conservation and Environmental Management	44	63	8	54	18	13	26	32	32	11	55	68	42
ii) Provisions of the 1987 Constitution relevant to environmental management	1	3	0	2	1	2	1	1	2	0	2	3	2
jj) Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management	1	3	0	2	1	1	0	1	2	1	2	3	2
kk) Environmental functions devolved to local government units under Section 17 of the Local Government Code	1	3	0	1	0	0	0	1	2	2	2	2	2
ll) Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)	2	2	0	1	0	1	2	1	2	0	2	2	2
mm) Revised Forestry Code (PD 705)	2	2	0	2	1	0	0	1	2	0	2	2	2
nn) Wildlife Act (RA 9147)	3	3	1	3	1	0	2	2	2	0	2	4	2
oo) Cave Act (RA 9072)	3	1	0	1	0	1	0	1	0	0	2	2	1
pp) National Policy on Biodiversity (EO 578)	2	3	0	2	1	0	1	1	1	0	2	4	2
qq) Local Government Code (Sections 16, 444, and 447)(RA 7160)	1	3	0	2	0	0	0	1	1	0	2	2	1
rr) Water Code of the Philippines (PD 1067) and amended IRR of 2005	1	3	0	3	1	1	0	1	0	0	2	2	1
ss) Philippine Mining Act (RA 7942)	1	2	0	2	1	1	1	1	2	0	2	3	2
tt) Clean Air Act (RA 8749)	2	3	1	3	1	0	1	2	1	0	2	3	2
uu) Clean Water Act (RA 9275)	2	3	1	3	0	0	1	1	1	0	2	3	2
vv) Climate Change Act (RA 9729)	2	3	1	3	1	1	1	2	2	0	2	3	2
ww) DRRM Act (RA 10121)	1	2	0	2	1	1	0	1	2	0	2	2	2
xx) Fisheries Code(RA 8550)	1	4	1	2	1	1	2	2	2	3	3	2	3
yy) Ecological Solid Waste Management Act of 2000 (RA 9003)	3	3	1	4	1	0	0	2	2	0	3	2	2



PARTICULARS	VILLANADA, KRYSTAL DAYNE	DANGEROS, ODELON	BERINGUELA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCULA, FERNANDO	SALVADOR, HUGO IGNACIO	AVERAGE	JOHN PAUL ARISTOTLE C. RAMOS	DAVID N. DAVID	JOBELLE M. CRUZADO	APOLONIA MARIE GRACE DIAMANTE	AVERAGE
zz)	Integrated Coastal Management Policy (EO 533)	3	1	2	2	1	1	2	1	0	2	2	1
aaa)	Philippine Environmental Impact Statement System (PD 1586)	2	0	3	1	0	0	1	0	0	3	2	1
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)	3	0	3	1	1	0	1	0	3	3	3	2
ccc)	Philippine Development Plan 2017-2022	2	0	2	1	0	2	1	2	0	2	4	2
ddd)	Ramsar Convention on Wetlands of International Importance	1	0	2	0	0	3	1	0	0	2	3	1
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)	3	1	1	0	1	3	2	0	2	2	3	2
fff)	Convention on Biological Diversity (CBD)	2	0	1	0	0	2	1	0	0	2	3	1
ggg)	17 Sustainable Development Goals (SDGs)	2	0	2	1	0	3	1	3	0	3	4	3

Annex 3 - Level of Knowledge and Understanding (Priority)

NAME		PAMO							PAMB					
		VILLANADA, KRYSTAL DAYNE	DANGEROUS, ODELON	BERINGUELA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCULA, FERNANDO JR.	SALVADOR, HUGO IGNACIO	TOTAL	JOHN PAUL ARISTOTLE C. RAMOS	DAVID N. DAVID	JOBELLE M. CRUZADO	APOLONIA MARIE GRACE DIAMANTE	TOTAL
B1	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)													
a)	PA Dis/Establishment Process (Sec 5)				1						1			1
b)	Management Plans and Management Zones (Sec 8-9)		1		1	1			1		4		1	1
c)	PAMB Operationalization (Sec 10-11)	1	1			1			1	1	5	1		2
d)	Environmental Impact Assessment (EIA) (Sec 12)	1	1							1	2	1	1	4
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)										0		1	1
f)	Integrated Protected Area Fund (IPAF) (Sec 16)	1	1	1		1			1	1	6		1	2
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)	1	1	1	1	1			1	1	7			
h)	Tenured Migrants and PACBRMA (Sec 23)				1						1		1	2
i)	Facilities within PA (Sec 24)	1		1				1			3			1
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			1	1			1		1	3			4
k)	Local Government Units (Sec 26)			1		1			1		3			0
											0			0
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)													
l)	Protected Area Suitability Assessment (PASA)				1						1		1	1
m)	Protected Area Management Plan and PAMB Manual of Operations			1				1			2			1
n)	Delineation / Demarcation of Protected Areas		1		1			1		1	3		1	1
o)	Biodiversity Monitoring System (BMS)		1	1		1		1	1	1	5	1		2
p)	Biodiversity Assessment and Monitoring System (BMS)			1				1		1	3		1	3
q)	Communication, Education and Public Awareness (CEPA)	1	1						1		3		1	1
r)	Survey of Protected Area Occupants (SRPAO)										0		1	1
s)	Formulation of PA Bills								1		1			0
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)										0			0
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	1	1						1		3			1



NAME	VILLANADA, KRYSTAL DAYNE	DANGEROS, ODELO	BERINGUELA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCULA, FERNANDO JR.	SALVADOR, HUGO IGNACIO	TOTAL	JOHN PAUL ARISTOTLE C. RAMOS	DAVID N. DAVID	JOBELLE M. CRUZADO	APOLONIA MARIE GRACE DIAMANTE	TOTAL
v) SAPA process								0					0
w) PACBRMA process								0				1	1
x) Permit issuances			1				1	2			1		1
y) Ecotourism	1	1			1			3	1				1
z) ASEAN Heritage Park (AHP) Process	1			1				2				1	1
aa) World Heritage Site (WHS) Process					1			1					0
bb) Caves and cave management								0					0
cc) Inland wetland profiling and management								0	1				1
dd) Wildlife management			1		1		1	3					0
ee) Research and Special Projects				1				1			1		1
ff) Ecosystem Valuation Study	1			1				2	1		1	1	3
gg) Rates of Fees for the Entrance and Use of Facilities in PAs													0
hh) Revenue Sharing between PA and LGUs													0
<b>B3 Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>													
ii) Provisions of the 1987 Constitution relevant to environmental management	1	0	0	1	0		0	3					0
jj) Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management							1	1			1		1
kk) Environmental functions devolved to local government units under Section 17 of the Local Government Code		1		1				2				1	3
ll) Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)								0					0
mm) Revised Forestry Code (PD 705)								0					0
nn) Wildlife Act (RA 9147)	1	1	1		1		1	5			1	1	2
oo) Cave Act (RA 9072)								0					0
pp) National Policy on Biodiversity (EO 578)	1						1	2					0
qq) Local Government Code (Sections 16, 444, and 447)(RA 7160)								0					0
rr) Water Code of the Philippines (PD 1067) and amended IRR of 2005	1			1				2					0
ss) Philippine Mining Act (RA 7942)								0			1	1	2
tt) Clean Air Act (RA 8749)								0					0
uu) Clean Water Act (RA 9275)			1		1			2					0
vv) Climate Change Act (RA 9729)	1					1		2					0
ww) DRRM Act (RA 10121)								0					0
xx) Fisheries Code(RA 8550)		1	1		1			3			1		1
yy) Ecological Solid Waste Management Act of 2000 (RA 9003)								0					0
zz) Integrated Coastal Management Policy (EO 533)			1		1			2	1				1

NAME	VILLANADA, KRYSTAL DAYNE	DANGEROS, ODELON	BERINGUELA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCULA, FERNANDO JR.	SALVADOR, HUGO IGNACIO	TOTAL	JOHN PAUL ARISTOTLE C. RAMOS	DAVID N. DAVID	JOBELLE M. CRUZADO	APOLONIA MARIE GRACE DIAMANTE	TOTAL
aaa) Philippine Environmental Impact Statement System (PD 1586)	1							1	1		1	1	3
bbb) Establishing the Guidelines for Ecotourism Development (EO 111)				1				1	1	1			2
ccc) Philippine Development Plan 2017-2022				1				1					0
ddd) Ramsar Convention on Wetlands of International Importance				1			1	2	1		1	1	3
eee) Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		1	1			1	1	4	1	1			2
fff) Convention on Biological Diversity (CBD)		1					1	2					0
ggg) 17 Sustainable Development Goals (SDGs)					1		1	2					0



## Annex 4- Training Methods, Logistics and Requirements

NAME	PAMO							PAMB					
	VILLANAD A, KRYSTAL DAYNE	DANGERO S, ODELON	BERINGUE LA, ROBERTO P.	NICANOR, ANNA RITCHELLE	PAGADOR, EFRAIM	ADVINCUL A, FERNAND O JR.	SALVADOR , HUGO IGNACIO	TOTAL	JOHN PAUL ARISTOTLE C. RAMOS	DAVID N. DAVID	JOBELLE M. CRUZADO	APOLONIA MARIE GRACE DIAMANTE	TOTAL
C1. Preferred Training/Learning Methods: (select 3) 1.Lecture / Discussion with Open Forum 2.Workshop with Deliverables 3.Case Analysis 4.Cross / site visit 5.Conference / Summit 6.Practicum / Practical exercises 7.Others:	1	1	1	1	1	1	1	7	1	1			3
	1			1				2		1		1	2
							1	1		1		1	2
		1	1		1	1		4	1		1		2
									1	1			2
	1	1	1	1	1	1	1	7				1	1
C2. Preferred Resource Persons: (select 4) 1.In-house: Region 2.In-house: Field 3.Concerned Bureaus: _____ 4.DENR Central Office: _____ 5.Other Regions 6.Non-government organizations 7.Invited experts 8.Academe 9.Others:	1	1	1		1	1	1	5	1	1		1	3
								0					
				1				1		1			1
	1	1	1	1	1	1	1	7	1				2
	1	1	1	1	1	1	1	6	1	1		1	3
	1	1		1	1	1	1	6	1		1	1	3
												1, IUCN	1
C3. Preferred Facilitators: (select 2) 1.In-house: Region 2.In-house: Field 3.HRD 4.Others:	1				1	1	1	6	1	1		1	4
		1	1		1	1	1	5	1		1		2
	1	1		1				3		1			1
												1,CENTRAL	1
	1				1			1				1	1
		1	1		1	1	1	5	1	1			2
	1	1	1	1	1	1	1	6	1	1	1	1	4
				1	1			2			1		1
C4. Preferred Venue: (select 2) 1.In-house: Office 2.In-house: Field 3.Hotel + accommodation 4.Virtual platform 5.Others:	1							1					
C5. Frequency of Trainings (select 1) 1.Once a year 2.Twice a year 3.Every two years 4.Every three years 5.Others:4x a year													
				1		1		2			1	1	2
					1			1	1				2
C6. Logistics and Requirements: (select 3)	1, 4X		1, 4X				1, 4X	3					

[illegible]



MIMAROPA Region

## Capacity Building Plan for Protected Area Management Board (PAMB)

FY 2023-2033

[illegible]

## MIMAROPA Region

## Capacity Building Plan for Protected Area Management Office (PAMO)

FY 2023-2033

[illegible]



[illegible]

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	Jobelle M. Cruzado				
<b>A2.</b>	Sex:			<b>A3.</b>	Age:
	<input type="radio"/> 1. Male <input checked="" type="radio"/> 2. Female				33
<b>A4.</b>	Contact details:				
	Mobile Number: 09399301348		Email Address: jmcruzado@gmail.com		
<b>A5.</b>	Bureau/Office/Protected Area:				
	NEDA MIMAROPA				
<b>A6.</b>	Position/Designation:				
	Supervising Economic Development Specialist				
<b>A7.</b>	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input checked="" type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	None				
<b>A9.</b>	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course: BS Agribusiness Management			UPLB	
	2. Graduate Course (MA/PhD): Masters in Fisheries Science			Pukyong National University	
	3. Field/s of specialization: Project development, investment programming, strategic planning				
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	NA				



Use additional sheets if necessary.					

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent  
3 = good  
2 = fair  
1 = poor  
0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)				X		
b)	Management Plans and Management Zones (Sec 8-9)			X			
c)	PAMB Operationalization (Sec 10-11)			X			5
d)	Environmental Impact Assessment (EIA) (Sec 12)			X			2
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)				X		3
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)					X	
h)	Tenured Migrants and PACBRMA (Sec 23)					X	4
i)	Facilities within PA (Sec 24)				X		
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		1
k)	Local Government Units (Sec 26)				X		
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			
m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas			X			2
o)	Biodiversity Monitoring System (BMS)			X			
p)	Biodiversity Assessment and Monitoring System (BMS)			X			5
q)	Communication, Education and Public Awareness (CEPA)			X			
r)	Survey of Protected Area Occupants (SRPAO)				X		
s)	Formulation of PA Bills		X				
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)				X		
v)	SAPA process			X			
w)	PACBRMA process			X			
x)	Permit issuances			X			1
y)	Ecotourism			X			
z)	ASEAN Heritage Park (AHP) Process			X			
aa)	World Heritage Site (WHS) Process			X			
bb)	Caves and cave management			X			
cc)	Inland wetland profiling and management			X			
dd)	Wildlife management			X			
ee)	Research and Special Projects		X				4
ff)	Ecosystem Valuation Study			X			3
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs			X			
hh)	Revenue Sharing between PA and LGUs			X			



B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management			X			
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management			X			
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code			X			
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)			X			
oo)	Cave Act (RA 9072)			X			
pp)	National Policy on Biodiversity (EO 578)			X			
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)			X			
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005			X			
ss)	Philippine Mining Act (RA 7942)			X			
tt)	Clean Air Act (RA 8749)			X			
uu)	Clean Water Act (RA 9275)			X			
vv)	Climate Change Act (RA 9729)			X			
ww)	DRRM Act (RA 10121)			X			
xx)	Fisheries Code(RA 8550)		X				
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)		X				
zz)	Integrated Coastal Management Policy (EO 533)			X			
aaa)	Philippine Environmental Impact Statement System (PD 1586)		X				
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)		X				
ccc)	Philippine Development Plan 2017-2022			X			
ddd)	Ramsar Convention on Wetlands of International Importance			X			
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)			X			
fff)	Convention on Biological Diversity (CBD)			X			
ggg)	17 Sustainable Development Goals (SDGs)		X				

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: _____ _____ _____
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____ _____
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____ _____
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____ _____
<b>C5.</b>	<b>Frequency of Trainings (select 1)</b>	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____
<b>C6.</b>	<b>Logistics and Requirements: (select 3)</b>	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (if selected, specify source)	5. Others: _____ _____ _____



#### D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	<b>What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?</b>
	_____
	Managing meetings, identification of agenda, TA facilitation
	_____
	_____
	_____
	_____
	_____

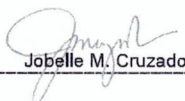
D2	<b>What types of assistance do you think are needed to enhance the capacities of your organization/agency:</b>	
	<b>Activity/Task</b>	<b>Assistance Needed</b>
	Review of Projects	Project Appraisal Training

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

**Date Accomplished: August 03, 2022**

Signature over printed name: \_\_\_\_\_

  
Jobelle M. Cruzado

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_

### A. Basic Profile of Respondent

A1.	Name of the respondent:				
	DAVID N. DAVID				
A2.	Sex:			A3.	Age:
	① Male                      2. Female				46
A4.	Contact details:				
	Mobile Number: 09177679398		Email Address: ddavid@wwf.org.ph		
A5.	Bureau/Office/Protected Area:				
	Kabang Kalikasan ng Pilipinas Foundation Inc. a.k.a. WWF-Philippines				
A6.	Position/Designation:				
	Project Site Manager for Mindoro, Sustainable Tuna Partnership 2 (STP2)				
A7.	Employment Status:				
	1. Regular/permanent    2. Contractual    3. Casual    ④ Others (please specify): Project based.				
A8.	8.1 Length of Service in the DENR: N/A				
	1. Less than 1 year    2. 1 to 5 years    3. 5 to 10 years    4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	ARNP	ARNP-RAMB member	WWF-Philippines	Less than 1 year.	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	Bachelor's Degree in Biology			Bicol University	
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
	Biology, CEM, Fisheries Management				
A10.	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours



	None				
Use additional sheets if necessary.					

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent  
 3 = good  
 2 = fair  
 1 = poor  
 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)			X			5
b)	Management Plans and Management Zones (Sec 8-9)			X			2
c)	PAMB Operationalization (Sec 10-11)						
d)	Environmental Impact Assessment (EIA) (Sec 12)			X			1
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)						
f)	Integrated Protected Area Fund (IPAF) (Sec 16)						
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)						
h)	Tenured Migrants and PACBRMA (Sec 23)						
i)	Facilities within PA (Sec 24)		X				3
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			4
k)	Local Government Units (Sec 26)						
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)						
m)	Protected Area Management Plan and PAMB Manual of Operations				X		2
n)	Delineation / Demarcation of Protected Areas						
o)	Biodiversity Monitoring System (BMS)			X			4
p)	Biodiversity Assessment and Monitoring System (BMS)			X			5
q)	Communication, Education and Public Awareness (CEPA)			X			3
r)	Survey of Protected Area Occupants (SRPAO)						
s)	Formulation of PA Bills						



t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)						
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)				X		1
v)	SAPA process						
w)	PACBRMA process						
x)	Permit issuances						
y)	Ecotourism						
z)	ASEAN Heritage Park (AHP) Process						
aa)	World Heritage Site (WHS) Process						
bb)	Caves and cave management						
cc)	Inland wetland profiling and management						
dd)	Wildlife management						
ee)	Research and Special Projects						
ff)	Ecosystem Valuation Study						
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs						
hh)	Revenue Sharing between PA and LGUs						
<b>B3</b>	<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>Level of Priority</b>
ii)	Provisions of the 1987 Constitution relevant to environmental management						
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management				X		2
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code			X			1
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)						
mm)	Revised Forestry Code (PD 705)						
nn)	Wildlife Act (RA 9147)						
oo)	Cave Act (RA 9072)						
pp)	National Policy on Biodiversity (EO 578)						
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)						
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005						
ss)	Philippine Mining Act (RA 7942)						
tt)	Clean Air Act (RA 8749)						
uu)	Clean Water Act (RA 9275)						
vv)	Climate Change Act (RA 9729)						
ww)	DRRM Act (RA 10121)						
xx)	Fisheries Code(RA 8550)		X				3
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)						
zz)	Integrated Coastal Management Policy (EO 533)						
aaa)	Philippine Environmental Impact Statement System (PD 1586)						
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)		X				4
ccc)	Philippine Development Plan 2017-2022						
ddd)	Ramsar Convention on Wetlands of International Importance						
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)			X			5
fff)	Convention on Biological Diversity (CBD)						
ggg)	17 Sustainable Development Goals (SDGs)						

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	<ol style="list-style-type: none"> <li>① Lecture / Discussion with Open Forum</li> <li>② Workshop with Deliverables</li> <li>③ Case Analysis</li> <li>④ Cross / site visit</li> <li>⑤ Conference / Summit</li> </ol>	<ol style="list-style-type: none"> <li>6. Practicum / Practical exercises</li> <li>7. Others: _____</li> </ol>



C2.	Preferred Resource Persons: (select 4)	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____
C3.	Preferred Facilitators: (select 2)	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____
C4.	Preferred Venue: (select 2)	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____
C6.	Logistics and Requirements: (select 3)	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (if selected, specify source)	5. Others: _____

#### D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	1. Natural Resources Valuation Training. 2. Training on Community-based ecotourism that can improve the life of the host communities.

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed
	Orientation	New/updated policies with regards to PAs.

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: August 1, 2022

Signature over printed name: DAVID N. DAVID



## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	Apolonia Marie Grace C. Diamante				
<b>A2.</b>	Sex:				<b>A3.</b> Age:
	1. Male                      2. <b>Female</b>				46
<b>A4.</b>	Contact details:				
	Mobile Number: 099175471976		Email Address: grace_c_diamante@mbcfi.org.ph		
<b>A5.</b>	Bureau/Office/Protected Area:				
	Mindoro Biodiversity Conservation Foundation Inc.				
<b>A6.</b>	Position/Designation:				
	Executive Director				
<b>A7.</b>	Employment Status:				
	1. Regular/permanent      2. Contractual      3. Casual      4. <b>Others (please specify): _NGO_</b>				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	1. Less than 1 year      2. 1 to 5 years      3. 5 to 10 years      4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCWS	PAMB Member	MBCFI		
	ARNP	PAMB Member	MBCFI		
	NLNP	PAMB Member	MBCFI		
	MIBNP	PAMB Member	MBCFI		
<b>A9.</b>	Educational Background:				
	1. Undergraduate Course:  Bachelor of Science, Commerce Major 2. Graduate Course (MA/PhD):  UPOU – units earned 3. Field/s of specialization: 1-Least, 5-Most  Overall and Project Management: 4 Financial Planning and Budgeting: 4 Relationship Management and Networking: 4 Environment and Social Welfare: 4			5. Name of school/university:  Divine Word College of Calapan  UP Open University	
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	Nature-based Solutions: Professional	International	International Union for Conservation of Nature	2022	6 weeks
	Fundraising Course	Local	UNDP	2020	3 weeks



	Use additional sheets if necessary.				

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4** = excellent  
**3** = good  
**2** = fair  
**1** = poor  
**0** = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)			X			
b)	Management Plans and Management Zones (Sec 8-9)	X					
c)	PAMB Operationalization (Sec 10-11)	X					
d)	Environmental Impact Assessment (EIA) (Sec 12)		X				X
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)			X			X
f)	Integrated Protected Area Fund (IPAF) (Sec 16)		X				
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)			X			X
h)	Tenured Migrants and PACBRMA (Sec 23)			X			X
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)		X				X
k)	Local Government Units (Sec 26)		X				
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)	X					X
m)	Protected Area Management Plan and PAMB Manual of Operations	X					
n)	Delineation / Demarcation of Protected Areas		X				
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)			X			X
s)	Formulation of PA Bills		X				
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	X					
v)	SAPA process		X				
w)	PACBRMA process			X			X
x)	Permit issuances			X			
y)	Ecotourism	X					
z)	ASEAN Heritage Park (AHP) Process			X			X
aa)	World Heritage Site (WHS) Process			X			



bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management			X			
dd)	Wildlife management			X			
ee)	Research and Special Projects			X			
ff)	Ecosystem Valuation Study			X			X
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs			X			
hh)	Revenue Sharing between PA and LGUs			X			
<b>B3</b>	<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>Level of Priority</b>
ii)	Provisions of the 1987 Constitution relevant to environmental management		X				
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management		X				
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code			X			X
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)	X					X
oo)	Cave Act (RA 9072)			X			
pp)	National Policy on Biodiversity (EO 578)	X					
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)			X			
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005			X			
ss)	Philippine Mining Act (RA 7942)		X				X
tt)	Clean Air Act (RA 8749)		X				
uu)	Clean Water Act (RA 9275)		X				
vv)	Climate Change Act (RA 9729)		X				
ww)	DRRM Act (RA 10121)			X			
xx)	Fisheries Code(RA 8550)			X			
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)			X			
zz)	Integrated Coastal Management Policy (EO 533)			X			
aaa)	Philippine Environmental Impact Statement System (PD 1586)			X			X
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)		X				
ccc)	Philippine Development Plan 2017-2022	X					
ddd)	Ramsar Convention on Wetlands of International Importance		X				X
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		X				
fff)	Convention on Biological Diversity (CBD)		X				
ggg)	17 Sustainable Development Goals (SDGs)	X					

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	Preferred Training/Learning Methods: (select 3)	
	1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: _____ _____ _____
<b>C2.</b>	Preferred Resource Persons: (select 4)	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____ IUCN _____ _____
<b>C3.</b>	Preferred Facilitators: (select 2)	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____ In-house: DENR Central Experts on related field outside the DENR
<b>C4.</b>	Preferred Venue: (select 2)	
	1. In-house: Office 2. In-house: Field	5. Others: _____ _____

	3. Hotel + accommodation 4. Virtual platform	
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____ _____
C6.	Logistics and Requirements: (select 3)	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (if selected, specify source) <i>Regular budget or through IPAF if available</i>	5. Others: _____ _____ _____

#### D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	<b>What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?</b>
	Species identification – flora and fauna Professional Certificate: Protected Areas for PASu Beyond knowing the basics of Management Planning, PASu and Technical staff need to know how to write the management plan Presentation skills to forum and other large engagements _____ _____

D2	<b>What types of assistance do you think are needed to enhance the capacities of your organization/agency:</b>	
	<b>Activity/Task</b>	<b>Assistance Needed</b>
	Mentoring Program	Mentors and mentees

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: August 15, 2022



Signature over printed name: Grace C. Diamante





## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	John Paul Aristotle C. Ramos				
<b>A2.</b>	Sex:			<b>A3.</b>	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				35
<b>A4.</b>	Contact details:				
	Mobile Number: 09156237082		Email Address: jcramos1@alum.up.edu.ph		
<b>A5.</b>	Bureau/Office/Protected Area:				
	Provincial Planning and Development Office, Provincial Government of Occidental Mindoro				
<b>A6.</b>	Position/Designation:				
	Planning Officer IV				
<b>A7.</b>	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input checked="" type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	Apo Reef Natural Park	PAMB Member	Provincial Planning and Development Office Provincial Government	5	
<b>A9.</b>	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	Bachelor of Science in Forestry (BSF)			University of the Philippines	
	2. Graduate Course (MA/PhD):			Los Banos (UPLB)	
	3. Field/s of specialization:				
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	<b>See additional sheet for A10</b>				



Use additional sheets if necessary.					

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent  
 3 = good  
 2 = fair  
 1 = poor  
 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)		X				
b)	Management Plans and Management Zones (Sec 8-9)		X				
c)	PAMB Operationalization (Sec 10-11)			X			X
d)	Environmental Impact Assessment (EIA) (Sec 12)			X			X
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)				X		X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				X		X
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)				X		
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		X
k)	Local Government Units (Sec 26)				X		
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)				X		
m)	Protected Area Management Plan and PAMB Manual of Operations			X			
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)			X			X
p)	Biodiversity Assessment and Monitoring System (BMS)			X			X
q)	Communication, Education and Public Awareness (CEPA)			X			
r)	Survey of Protected Area Occupants (SRPAO)		X				
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)				X		
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)		X				
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances					X	
y)	Ecotourism				X		X
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management					X	X
dd)	Wildlife management					X	
ee)	Research and Special Projects			X			
ff)	Ecosystem Valuation Study				X		X
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs					X	
hh)	Revenue Sharing between PA and LGUs				X		



B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management			X			
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management			X			
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code			X			
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)			X			
oo)	Cave Act (RA 9072)					X	
pp)	National Policy on Biodiversity (EO 578)				X		
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)				X		
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005					X	
ss)	Philippine Mining Act (RA 7942)			X			
tt)	Clean Air Act (RA 8749)				X		
uu)	Clean Water Act (RA 9275)				X		
vv)	Climate Change Act (RA 9729)			X			
ww)	DRRM Act (RA 10121)			X			
xx)	Fisheries Code(RA 8550)			X			
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)			X			
zz)	Integrated Coastal Management Policy (EO 533)				X		X
aaa)	Philippine Environmental Impact Statement System (PD 1586)					X	X
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)					X	X
ccc)	Philippine Development Plan 2017-2022			X			
ddd)	Ramsar Convention on Wetlands of International Importance					X	X
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)					X	X
fff)	Convention on Biological Diversity (CBD)					X	
ggg)	17 Sustainable Development Goals (SDGs)		X				

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	①. Lecture / Discussion with Open Forum ②. Workshop with Deliverables ③. Case Analysis ④. Cross / site visit ⑤. Conference / Summit	6. Practicum / Practical exercises 7. Others: _____ _____ _____
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	1. In-house: Region 2. In-house: Field ③. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	⑥. Non-government organizations ⑦. Invited experts ⑧. Academe 9. Others: _____ _____ _____
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	①. In-house: Region ②. In-house: Field 3. HRD	4. Others: _____ _____ _____
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	1. In-house: Office ②. In-house: Field ③. Hotel + accommodation 4. Virtual platform	5. Others: _____ _____ _____
<b>C5.</b>	<b>Frequency of Trainings (select 1)</b>	
	1. Once a year ②. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____ _____
<b>C6.</b>	<b>Logistics and Requirements: (select 3)</b>	
	①. Training/ Reference Materials (printed/digital) ②. Relevant equipment ③. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (if selected, specify source)	5. Others: _____ _____ _____



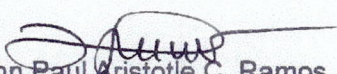
	and the effective management of protected areas?

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: August 3, 2022

Signature over printed name:  John Paul Aristotle C. Ramos

<b>A10 Relevant PA-related trainings Attended in the last three (3) years.</b>					
	<b>Name of Training</b>	<b>International or Local</b>	<b>Provider/Organizer</b>	<b>Dates Attended</b>	<b>No. of training hours</b>
	Adapt or Perish: Enhancing Climate Resilience of Communities and Ecosystems Through Collaborative Forest Management	Local	Training Center for Tropical Resources and Ecosystems Sustainability (TREES)-College of Forestry and Natural Resources, University of the Philippines Los Baños (UPLB)	October 21, 2020	3
	Track 1.5. Dialogue on Marine Scientific Research: Comparing and Reviewing Approval Process and Framework titled "Dialogue 2: Improving Filipino MSR Framework "	Local	Foundation for the National Interest, UP Marine Science Institute, and Marine Environment and Resources Foundation	June 17, 2022	3
	Potentials of Economically-Important Native Plants of Samar Island, Philippines and Biodiversity Research for National Development	Local	University of the Philippines Los Baños (UPLB) and Department of Science and Technology (DOST)	May 14, 2021	3
	Beach Forest 101 Webinar Series Episode 4 (Beach Forest Outplanting)	Local	German Corporation for International Cooperation (GIZ) and Zoological Society of London-Philippines	June 17, 2021	3
	Mangroves 101 Webinar Series Episode 6 (Beach Forest Species- Coastal Protection, Reforestation, Landscaping and Other Uses)	Local	Zoological Society of London (ZSL) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	October 22, 2020	3
	Watershed/River Basins Stakeholder's Consultation Workshop	Local	Department of Environment and Natural Resources Office MIMAROPA Region	December 7-8, 2021	16
	Mother Trees of Samar Island Karst Forest: Identification and Community-Based Conservation	Local	University of the Philippines Los Baños (UPLB) and Department of	May 28, 2021	3



			Science and Technology (DOST)		
	Biodiversity of Forests over Limestone in Calicoan Island, Guiuan, Eastern Samar	Local	University of the Philippines Los Baños (UPLB) and Department of Science and Technology (DOST)	May 21, 2021	3
	Science-based Watershed Management Planning	Local	Forestry Development Center and Forest Management Bureau	November 3, 2021	3
	Worlds Ocean Day Webinar: Usapang Karagatan at Kabuhayan	Local	Mangroves Matter PH	June 8, 2021	3
	Developing Pathways to Water and Climate Resilient Cities in Vietnam and Mainland Southeast Asia	International	Institute for Housing and Urban Development Studies of Erasmus University Rotterdam and Hanoi Architectural University	October 18-29, 2021	96
	"Climate is Changing our Coastal and Marine Ecosystems Actions to Address the Changing Climate and its Impacts in Coastal & Marine Ecosystems: Identifying actionable points among stakeholders to address the impacts of climate change on marine ecosystems."	Local	Climate Change Commission (CCC)	May 31, 2021	3
	Making Local Governments Accountable in Protecting the Environment	Local	Department of the Interior and Local Government (DILG)	October 13, 2020	3
	Transdisciplinary Policy Dialogue Series on Coastal and Ocean Governance Theme 6. "Accountability and Social Protection in Participatory Governance: The Case of the Bantay Dagat"	Local	Institute of Fisheries Policy & Development Studies College of Fisheries and Ocean Sciences University of the Philippines Visayas	May 25, 2022	3

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:					
	VILLANADA, KRYSTAL DAYNE T.					
<b>A2.</b>	Sex:			<b>A3.</b>	Age:	
	1. Male <input checked="" type="radio"/> 2. Female				33	
<b>A4.</b>	Contact details:					
	Mobile Number: +639365834755			Email Address: krystalchuatendido@gmail.com		
<b>A5.</b>	Bureau/Office/Protected Area:					
	Apo Reef Natural Park					
<b>A6.</b>	Position/Designation:					
	ECOMS II/ PASu					
<b>A7.</b>	Employment Status:					
	<input checked="" type="radio"/> 1. Regular/permanent      2. Contractual      3. Casual      4. Others (please specify): _____					
<b>A8.</b>	8.1 Length of Service in the DENR:					
	1. Less than 1 year      2. 1 to 5 years <input checked="" type="radio"/> 3. 5 to 10 years      4. More than 10 years					
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
	Apo Reef Natural Park	Technical Staff/ Asst. PASU	DENR	2		
	Apo Reef Natural Park	PASU	DENR	2.5		
<b>A9.</b>	Educational Background:					
	1. Undergraduate Course:			5. Name of school/university:		
	<u>BS Agricultural Economics major in Finance and Cooperative</u>			<u>University of the Philippines- Los Banos</u>		
	2. Graduate Course (MA/PhD):					
	<u>Masters in Agriculture major in Farming Systems</u>			<u>Cavite State University- Indang Campus</u>		
	3. Field/s of specialization:					
	_____					
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):					
	Name of Training	Internat ional or Local	Provider/ Organizer	Dates Attended		No. of training hours
	WATER QUALITY TRAINING CUM CONSULTATION WORKSHOP BACK TO BAK TECHNICAL BULLETIN ON MAINTREAMEING ICM INTO CLUP ROLL OUT	LOCAL	DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)- BIODIVERSITY MANAGEMENT BUREAU	07/11/ 2022	07/16/ 2022	32
	MAINTSTREAMING BIODIVERSITY- FRIENDLY ENTERPRISES IN	LOCAL	DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)-	05/19/ 2022	05/20/ 2022	16



	NATIONAL PROGRAMS- GREEN ECONOMIC DEVELOPMENT		BIODIVERSITY MANAGEMENT BUREAU			
	READY, COTS EXTRACTION FORUM	LOCAL	DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)- BIODIVERSITY MANAGEMENT BUREAU	05/02/2022	05/02/2022	8
	PROTECTED AREA INFORMATION SYSTEM	LOCAL	DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)- BIODIVERSITY MANAGEMENT BUREAU	04/18/2022	04/20/2022	24
	GREEN FINS ROAD MAPPING WORKSHOP	LOCAL	DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)- BIODIVERSITY MANAGEMENT BUREAU	04/05/2022	04/08/2022	32
	E-LEARNING ON PUBLIC-PRIVATE PARTNERSHIP	LOCAL	PUBLIC-PRIVATE PARTNERSHIP CENTER	02/14/2022	03/01/2022	96
	Please see additional sheets					

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent
- 3 = good
- 2 = fair
- 1 = poor
- 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)			X			
b)	Management Plans and Management Zones (Sec 8-9)	X					
c)	PAMB Operationalization (Sec 10-11)		X				X
d)	Environmental Impact Assessment (EIA) (Sec 12)			X			X
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)		X				X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)			X			X
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)			X			X
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			
k)	Local Government Units (Sec 26)				X		
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			
m)	Protected Area Management Plan and PAMB Manual of Operations	X					
n)	Delineation / Demarcation of Protected Areas		X				
o)	Biodiversity Monitoring System (BMS)		X				
p)	Biodiversity Assessment and Monitoring System (BMS)		X				
q)	Communication, Education and Public Awareness (CEPA)	X					X
r)	Survey of Protected Area Occupants (SRPAO)			X			
s)	Formulation of PA Bills			X			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)		X				X
v)	SAPA process			X			
w)	PACBRMA process			X			



x)	Permit issuances		X				
y)	Ecotourism		X				X
z)	ASEAN Heritage Park (AHP) Process			X			X
aa)	World Heritage Site (WHS) Process				X		
bb)	Caves and cave management			X			
cc)	Inland wetland profiling and management			X			
dd)	Wildlife management			X			
ee)	Research and Special Projects		X				
ff)	Ecosystem Valuation Study			X			X
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs		X				
hh)	Revenue Sharing between PA and LGUs		X				
<b>B3</b>	<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>Level of Priority</b>
ii)	Provisions of the 1987 Constitution relevant to environmental management				X		
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management				X		
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code				X		
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)		X				X
oo)	Cave Act (RA 9072)		X				
pp)	National Policy on Biodiversity (EO 578)			X			X
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)				X		
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005				X		X
ss)	Philippine Mining Act (RA 7942)				X		
tt)	Clean Air Act (RA 8749)			X			
uu)	Clean Water Act (RA 9275)			X			
vv)	Climate Change Act (RA 9729)			X			X
ww)	DRRM Act (RA 10121)				X		
xx)	Fisheries Code(RA 8550)				X		
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)		X				
zz)	Integrated Coastal Management Policy (EO 533)			X			
aaa)	Philippine Environmental Impact Statement System (PD 1586)				X		X
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)			X			
ccc)	Philippine Development Plan 2017-2022			X			
ddd)	Ramsar Convention on Wetlands of International Importance			X			
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)			X			
fff)	Convention on Biological Diversity (CBD)			X			
ggg)	17 Sustainable Development Goals (SDGs)			X			

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	<b>6.</b> Practicum / Practical exercises
	<ol style="list-style-type: none"> <li>1. Lecture / Discussion with Open Forum</li> <li>2. Workshop with Deliverables</li> <li>3. Case Analysis</li> <li>4. Cross / site visit</li> <li>5. Conference / Summit</li> </ol>	<ol style="list-style-type: none"> <li>7. Others: _____</li> </ol>
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	<b>6.</b> Non-government organizations
	<ol style="list-style-type: none"> <li>1. In-house: Region</li> <li>2. In-house: Field</li> <li>3. Concerned Bureaus: _____</li> <li>4. DENR Central Office: _____</li> <li>5. Other Regions</li> </ol>	<ol style="list-style-type: none"> <li>7. Invited experts</li> <li>8. Academe</li> <li>9. Others: _____</li> </ol>
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	<b>4.</b> Others: _____
	<ol style="list-style-type: none"> <li>1. In-house: Region</li> <li>2. In-house: Field</li> <li>3. HRD</li> </ol>	
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	<b>5.</b> Others: _____
	<ol style="list-style-type: none"> <li>1. In-house: Office</li> <li>2. In-house: Field</li> </ol>	



	3. Hotel + accommodation 4. Virtual platform	LOCATION WHERE PRACTICUM FOR THE SPECIF TOPIC CAN BE CONDUCTED
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____ _____
C6.	Logistics and Requirements: (select 3)	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (if selected, specify source)	5. Others: _____ _____ _____

#### D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	<b>What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?</b>
	Analysis of scientific data that is gathered in the field and its relevance in the management of MPAs. E.g. Water Quality Assessment and Monitoring is annually done in MPAs but the interpretation of the parameters were not discussed thoroughly to us, specially the management interventions that can be done in order to maintain the pristine water quality of MPAs.

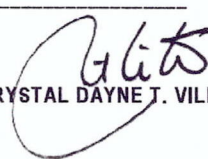
D2	<b>What types of assistance do you think are needed to enhance the capacities of your organization/agency:</b>	
	Activity/Task	Assistance Needed
	Refresher and Practicum on BMS and BMS	Technical Assistance, Equipment, Training
	Law Enforcement	Training on Apprehension and filing of cases/ provision of additional motorized boat for patrolling/ Provision of basic equipment for rangers/ provision of firearms for rangers
	Ecotourism and Community Participation	Training on tourguiding and sustainable tourism (for service providers); Additional personnel for CEPA/ BDFE for ARNP Pos
	Technical Report Writing	Training

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name: KRYSTAL DAYNE T. VILLANADA



## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	FERNANDO L. ADVINCULA JR.				
<b>A2.</b>	Sex:			<b>A3.</b>	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				61
<b>A4.</b>	Contact details:				
	Mobile Number: 0967-346-3739		Email Address:		
<b>A5.</b>	Bureau/Office/Protected Area:				
	APO REEF NATURAL PARK				
<b>A6.</b>	Position/Designation:				
	FOREST TECHNICIAN II				
<b>A7.</b>	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input checked="" type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	APO REEF NATURAL PARK	CLERK II	DENR-CPPAP-ARNP	5 years	
	APO REEF NATURAL PARK	PARK RANGER	ARNP-PAMO	12 years	
	APO REEF NATURAL PARK	FOREST TECHNICIAN II	ARNP-PAMO	7 years	
<b>A9.</b>	Educational Background:				
	1. Undergraduate Course: BS COMMERCE			5. Name of school/university: DIVINE WORD COLLEGE OF CALAPA _____ _____	
	2. Graduate Course (MA/PhD): _____				
	3. Field/s of specialization: _____				
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	ORIENTATION ON THE IMPLEMENTATION OF GREEN FINS	LOCAL	ARNP-PAMO	11/11/2020	8 hours
	ONLINE LECTURE ON BAMS AND BMS	LOCAL	DENR-BMB	10/20-29/2020	36 hours



	SMaRT-CORALS TRAINING ON SPATIO-TEMPORAL MONITORING OF CORAL REEFS	LOCAL	UPLB	9/17-18/2020	16 hours
Use additional sheets if necessary.					

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)			X			
b)	Management Plans and Management Zones (Sec 8-9)			X			
c)	PAMB Operationalization (Sec 10-11)			X			X
d)	Environmental Impact Assessment (EIA) (Sec 12)					X	
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)					X	
f)	Integrated Protected Area Fund (IPAF) (Sec 16)		X				X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)			X			X
h)	Tenured Migrants and PACBRMA (Sec 23)					X	
i)	Facilities within PA (Sec 24)		X				X
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			X
k)	Local Government Units (Sec 26)				X		
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)					X	
m)	Protected Area Management Plan and PAMB Manual of Operations			X			X
n)	Delineation / Demarcation of Protected Areas				X		X
o)	Biodiversity Monitoring System (BMS)			X			X
p)	Biodiversity Assessment and Monitoring System (BMS)					X	
q)	Communication, Education and Public Awareness (CEPA)				X		
r)	Survey of Protected Area Occupants (SRPAO)					X	
s)	Formulation of PA Bills		X				X
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)				X		
v)	SAPA process					X	
w)	PACBRMA process			X			
x)	Permit issuances			X			X



y)	Ecotourism						X	
z)	ASEAN Heritage Park (AHP) Process						X	
aa)	World Heritage Site (WHS) Process						X	
bb)	Caves and cave management						X	
cc)	Inland wetland profiling and management						X	
dd)	Wildlife management						X	
ee)	Research and Special Projects						X	
ff)	Ecosystem Valuation Study						X	
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs		X					
hh)	Revenue Sharing between PA and LGUs		X					
<b>B3</b>	<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>		<b>Level of Priority</b>
ii)	Provisions of the 1987 Constitution relevant to environmental management			X				X
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management				X			X
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code					X		
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)				X			
mm)	Revised Forestry Code (PD 705)					X		
nn)	Wildlife Act (RA 9147)					X		X
oo)	Cave Act (RA 9072)				X			
pp)	National Policy on Biodiversity (EO 578)					X		
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)					X		
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005				X			
ss)	Philippine Mining Act (RA 7942)				X			
tt)	Clean Air Act (RA 8749)					X		
uu)	Clean Water Act (RA 9275)					X		
vv)	Climate Change Act (RA 9729)				X			X
ww)	DRRM Act (RA 10121)				X			
xx)	Fisheries Code(RA 8550)				X			
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)					X		
zz)	Integrated Coastal Management Policy (EO 533)				X			
aaa)	Philippine Environmental Impact Statement System (PD 1586)					X		
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)				X			
ccc)	Philippine Development Plan 2017-2022					X		
ddd)	Ramsar Convention on Wetlands of International Importance					X		
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)				X			X
fff)	Convention on Biological Diversity (CBD)					X		
ggg)	17 Sustainable Development Goals (SDGs)					X		

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	<ol style="list-style-type: none"> <li>1. Lecture / Discussion with Open Forum</li> <li>2. Workshop with Deliverables</li> <li>3. Case Analysis</li> <li>4. Cross / site visit</li> <li>5. Conference / Summit</li> </ol>	<ol style="list-style-type: none"> <li>6. Practicum / Practical exercises</li> <li>7. Others: _____</li> </ol>
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	<ol style="list-style-type: none"> <li>1. In-house: Region</li> <li>2. In-house: Field</li> <li>3. Concerned Bureaus: _____</li> <li>4. DENR Central Office: _____</li> <li>5. Other Regions</li> </ol>	<ol style="list-style-type: none"> <li>6. Non-government organizations</li> <li>7. Invited experts</li> <li>8. Academe</li> <li>9. Others: _____</li> </ol>
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	<ol style="list-style-type: none"> <li>1. In-house: Region</li> <li>2. In-house: Field</li> <li>3. HRD</li> </ol>	<ol style="list-style-type: none"> <li>4. Others: _____</li> </ol>
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	<ol style="list-style-type: none"> <li>1. In-house: Office</li> <li>2. In-house: Field</li> <li>3. Hotel + accommodation</li> </ol>	<ol style="list-style-type: none"> <li>5. Others: _____</li> </ol>



	4. Virtual platform	
C5.	Frequency of Trainings (select 1)	
	<input checked="" type="radio"/> 1. Once a year <input type="radio"/> 2. Twice a year <input type="radio"/> 3. Every two years <input type="radio"/> 4. Every three years	5. Others: _____ _____ _____
C6.	Logistics and Requirements: (select 3)	
	<input checked="" type="radio"/> 1. Training/ Reference Materials (printed/digital) <input checked="" type="radio"/> 2. Relevant equipment <input checked="" type="radio"/> 3. Endorsement / Coordination with concerned offices <input type="radio"/> 4. Budgetary Requirements (if selected, specify source)	5. Others: _____ _____ _____

#### D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<u>Ang kinakailangan ng mga empleyado ng DENR upang maging mas epektibo ang pangangalaga nito sa kalikasan ay ang mga training tungkol sa iba'ibang batas pangkalikasan at kung papaano maipapatupad ang mga ito ng maayos. Sa tingin ko rin ay makakatulong ang pagkakaroon ng Values Training katulad ng isinasagawa ng Civil Service Commission upang masigurado na maayos ang pakikitungo ng empleyado sa mga kliyente at pati na rin sa mga nahuhuli nitong lumalaba sa batas.</u>

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed
	Lecture/Training on Environmental Laws and Effective Law Enforcement	PONDO AT SPEAKER O TRAINOR NA MALAWAK NA ANG KARANASAN SA MGA PAKSANG ITO
	Values Training	

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name:  FERNANDO L. ADVINCULA

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	ROBERTO P. BERINGUELA				
<b>A2.</b>	Sex:			<b>A3.</b>	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				46
<b>A4.</b>	Contact details:				
	Mobile Number: 09053352506		Email Address: <a href="mailto:robertberinguela@gmail.com">robertberinguela@gmail.com</a>		
<b>A5.</b>	Bureau/Office/Protected Area:				
	APO REEF NATURAL PARK – PROTECTED AREA MANAGEMENT OFFICE (ARNP-PAMO)				
<b>A6.</b>	Position/Designation:				
	PARK MAINTENANCE FOREMAN				
<b>A7.</b>	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input checked="" type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	APO REEF NATURAL PARK	PARK MAINTENANCE FOREMAN	ARNP-PAMO	7	
	APO REEF NATURAL PARK	PARK RANGER (COS)	ARNP-PAMO	4	
<b>A9.</b>	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	BS MARINE TRANSPORTATION			PHILIPPINE MARITIME INSTITUTE	
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	LEARNING ISDA WAY: AN ADVANCED REEF FISH TAXONOMY AND ASSESSMENT TRAINING	LOCAL	UPLB	09/03/2021 to 09/08/2021	48 hours
	ORIENTATION ON THE IMPLEMENTATION OF GREEN FINS	LOCAL	ARNP-PAMO	11/11/2020	8 hours



	ONLINE LECTURE ON BMS AND BAMS	LOCAL	DENR-BMB	10/20/2020 to 10/29/2020	36 hours
	SMaRT-Corals TRAINING ON SPATIO-TEMPORAL MONITORING OF CORAL REEFS	LOCAL	UPLB	09/17/2020 to 09/18/2020	16 hours
Use additional sheets if necessary.					

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent  
 3 = good  
 2 = fair  
 1 = poor  
 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)				X		
b)	Management Plans and Management Zones (Sec 8-9)			X			
c)	PAMB Operationalization (Sec 10-11)				X		
d)	Environmental Impact Assessment (EIA) (Sec 12)				X		
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)			X			X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				X		X
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)			X			X
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		X
k)	Local Government Units (Sec 26)				X		X
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)				X		
m)	Protected Area Management Plan and PAMB Manual of Operations				X		X
n)	Delineation / Demarcation of Protected Areas				X		
o)	Biodiversity Monitoring System (BMS)			X			X
p)	Biodiversity Assessment and Monitoring System (BMS)			X			X
q)	Communication, Education and Public Awareness (CEPA)				X		
r)	Survey of Protected Area Occupants (SRPAO)				X		
s)	Formulation of PA Bills			X			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)				X		
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)				X		
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances			X			X
y)	Ecotourism				X		
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management					X	
dd)	Wildlife management				X		X
ee)	Research and Special Projects					X	
ff)	Ecosystem Valuation Study				X		
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs					X	
hh)	Revenue Sharing between PA and LGUs				X		



B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management					X	
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management					X	
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code					X	
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)					X	
mm)	Revised Forestry Code (PD 705)					X	
nn)	Wildlife Act (RA 9147)				X		X
oo)	Cave Act (RA 9072)					X	
pp)	National Policy on Biodiversity (EO 578)					X	
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)					X	
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005					X	
ss)	Philippine Mining Act (RA 7942)					X	
tt)	Clean Air Act (RA 8749)				X		
uu)	Clean Water Act (RA 9275)				X		X
vv)	Climate Change Act (RA 9729)				X		
ww)	DRRM Act (RA 10121)					X	
xx)	Fisheries Code(RA 8550)				X		X
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)				X		
zz)	Integrated Coastal Management Policy (EO 533)				X		X
aaa)	Philippine Environmental Impact Statement System (PD 1586)					X	
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)					X	
ccc)	Philippine Development Plan 2017-2022					X	
ddd)	Ramsar Convention on Wetlands of International Importance					X	
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)				X		X
fff)	Convention on Biological Diversity (CBD)					X	
ggg)	17 Sustainable Development Goals (SDGs)					X	

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	① Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis ④ Cross / site visit 5. Conference / Summit	⑥ Practicum / Practical exercises 7. Others: _____ _____ _____
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	① In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	⑥ Non-government organizations ⑦ Invited experts ⑧ Academe 9. Others: _____ _____ _____
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	① In-house: Region ② In-house: Field 3. HRD	4. Others: _____ _____ _____
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	1. In-house: Office ② In-house: Field ③ Hotel + accommodation 4. Virtual platform	5. Others: _____ _____ _____
<b>C5.</b>	<b>Frequency of Trainings (select 1)</b>	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	⑤ Others: <u>Four times a year</u> _____ _____
<b>C6.</b>	<b>Logistics and Requirements: (select 3)</b>	
	① Training/ Reference Materials (printed/digital) ② Relevant equipment 3. Endorsement / Coordination with concerned offices ④ Budgetary Requirements (if selected, specify source) GAA FUND	5. Others: _____ _____ _____



## D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	<p><b>What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?</b></p> <p><u>Para sa akin, kinakailangang paigtingin ang kakayahan ng mga empleyado ng DENR sa pagsasagawa ng BMS at BAMS dahil ito ang nagiging basehan ng mga aksyon na ipinapatupad sa mga Protected Area. Una, kinakailangan ng sapat na <i>training</i> sa pagpapangalalan ng iba't ibang uri ng buhay ilang tulad ng mga isda, korales, at mga ibon. Pangalawa, kinakailangang mas paramihin pa ang mga empleyado na may lisensya sa <i>SCUBA diving</i> gawa nang kakaunti lamang ang nakakasama sa mga <i>monitoring activities</i> kung saan kinakailangang sumisid ng mataqal na panahon. Bukod pa rito, makakatulong rin kung matuturuan ang mga empleyado ng Protected Area kung papaano bumuo ng estratehiya sa pagpapatrol upang masigurado na ang mga operasyon ay epektibo.</u></p>
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D2	<p><b>What types of assistance do you think are needed to enhance the capacities of your organization/agency:</b></p>	
	<b>Activity/Task</b>	<b>Assistance Needed</b>
	BAMS o BMS	Kinakailangan ng <i>practical training</i> na pinangungunahan ng mga eksperto o siyentipiko
	Law Enforcement	Tulong sa paggawa ng plano sa pagpapatrol mula sa mga may sapat na karanasan
		Pondo para sa mga mas magandang gamit o sasakyang pandagat sa pagpapatrol
	Ekoturismo	Pondo para sa pagkuha ng lisensya ng empleyado ng PA sa <i>SCUBA diving</i> , kasama na rito ang pagkuha ng mas mataas na sertipikasyon ng mga <i>Rescue Diver</i>

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name: ROBERTO P. BERINGUELA

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	ODELON I. DANGEROS				
<b>A2.</b>	Sex:			<b>A3.</b>	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				55
<b>A4.</b>	Contact details:				
	Mobile Number: 0906-914-3882		Email Address: odelondangeros@gmail.com		
<b>A5.</b>	Bureau/Office/Protected Area:				
	APO REEF NATURAL PARK				
<b>A6.</b>	Position/Designation:				
	FOREST TECHNICIAN II				
<b>A7.</b>	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input checked="" type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	APO REEF NATURAL PARK	FOREST TECHNICIAN II/ PARK RANGER	ARNP-PAMO	18 YRS	
<b>A9.</b>	Educational Background:				
	1. Undergraduate Course: BEed/BSBA			5. Name of school/university: COLEGIO DE SAN SEBASTIAN	
	2. Graduate Course (MA/PhD): _____				
	3. Field/s of specialization: _____				
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	ENR BASIC TRAINING COURSE	LOCAL	DENR MIMAROPA REGION	07/25/2022 to 08/02/2022	56 hours
	ORIENTATION ON THE IMPLEMENTATION OF GREEN FINS	LOCAL	ARNP-PAMO	11/11/2020	8 hours
	ONLINE LECTURE ON BAMS AND BMS	LOCAL	DENR-BMB	10/20-29/2020	36 hours



	SMaRT-CORALS TRAINING ON SPATIO-TEMPORAL MONITORING OF CORAL REEFS	LOCAL	UPLB	9/17-18/2020	16 hours
	Use additional sheets if necessary.				

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent  
 3 = good  
 2 = fair  
 1 = poor  
 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)			X			
b)	Management Plans and Management Zones (Sec 8-9)		X				5
c)	PAMB Operationalization (Sec 10-11)			X			1
d)	Environmental Impact Assessment (EIA) (Sec 12)			X			4
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)		X				3
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)		X				2
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			
k)	Local Government Units (Sec 26)			X			
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			
m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas		X				1
o)	Biodiversity Monitoring System (BMS)	X					2
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)		X				3
r)	Survey of Protected Area Occupants (SRPAO)			X			
s)	Formulation of PA Bills			X			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)			X			4
v)	SAPA process			X			
w)	PACBRMA process				X		
x)	Permit issuances			X			



y)	Ecotourism		X				3
z)	ASEAN Heritage Park (AHP) Process			X			
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management				X		
dd)	Wildlife management		X				
ee)	Research and Special Projects			X			
ff)	Ecosystem Valuation Study				X		
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs		X				
hh)	Revenue Sharing between PA and LGUs		X				
<b>B3</b>	<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management		X				
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management		X				
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code		X				1
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)		X				3
oo)	Cave Act (RA 9072)				X		
pp)	National Policy on Biodiversity (EO 578)		X				
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)		X				
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005		X				
ss)	Philippine Mining Act (RA 7942)			X			
tt)	Clean Air Act (RA 8749)		X				
uu)	Clean Water Act (RA 9275)		X				
vv)	Climate Change Act (RA 9729)		X				
ww)	DRRM Act (RA 10121)			X			
xx)	Fisheries Code(RA 8550)	X					2
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)		X				
zz)	Integrated Coastal Management Policy (EO 533)		X				
aaa)	Philippine Environmental Impact Statement System (PD 1586)			X			
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)		X				
ccc)	Philippine Development Plan 2017-2022			X			
ddd)	Ramsar Convention on Wetlands of International Importance				X		
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		X				4
fff)	Convention on Biological Diversity (CBD)			X			5
ggg)	17 Sustainable Development Goals (SDGs)				X		

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	Preferred Training/Learning Methods: (select 3)	<input checked="" type="radio"/> 1. Lecture / Discussion with Open Forum <input type="radio"/> 2. Workshop with Deliverables <input type="radio"/> 3. Case Analysis <input checked="" type="radio"/> 4. Cross / site visit <input type="radio"/> 5. Conference / Summit <input checked="" type="radio"/> 6. Practicum / Practical exercises <input type="radio"/> 7. Others: _____
<b>C2.</b>	Preferred Resource Persons: (select 4)	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Concerned Bureaus: _____ <input type="radio"/> 4. DENR Central Office: _____ <input type="radio"/> 5. Other Regions <input checked="" type="radio"/> 6. Non-government organizations <input checked="" type="radio"/> 7. Invited experts <input type="radio"/> 8. Academe <input type="radio"/> 9. Others: _____
<b>C3.</b>	Preferred Facilitators: (select 2)	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input checked="" type="radio"/> 3. HRD <input type="radio"/> 4. Others: _____
<b>C4.</b>	Preferred Venue: (select 2)	<input checked="" type="radio"/> 1. In-house: Office <input checked="" type="radio"/> 2. In-house: Field <input checked="" type="radio"/> 3. Hotel + accommodation <input type="radio"/> 5. Others: _____



	4. Virtual platform	
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____ _____
C6.	Logistics and Requirements: (select 3)	
	<input checked="" type="checkbox"/> 1. Training/ Reference Materials (printed/digital) <input checked="" type="checkbox"/> 2. Relevant equipment <input checked="" type="checkbox"/> 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (if selected, specify source)	5. Others: _____ _____ _____

#### D. Suggestions for the Enhancement of Capacities for Protected Areas


D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<u>I think the competencies of DENR staff related to law enforcement need to be prioritized in order to effectively manage protected areas. For instance, workshops on creation of effective patrol plans that are tailor-fit to each protected area may be conducted. Furthermore, the knowledge of personnel in existing and innovative CEPAS should be improved. This may be used to lessen illegal fishing activities within the MPAs.</u>

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed
	LAW ENFORCEMENT	LEGAL ASSISTANCE IN FILLING CASES
	BMS	FUND FOR CONTINUOUS TRAINING WITH EXPERTS
	CEPA	TECHNICAL ASSISTANCE IN COORDINATING LINKAGING WITH OTHER AGENCIES, FUNDING FOR CEPA, INITIATIVES LIKE RADIO BROADCASTING AND PRINT AND MEDIA

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name:  \_\_\_\_\_  
ODELON I. DANGEROUS

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	<b>Name of the respondent:</b>				
	EFRAIM Z. PAGADOR				
<b>A2.</b>	<b>Sex:</b>			<b>A3.</b>	<b>Age:</b>
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				49
<b>A4.</b>	<b>Contact details:</b>				
	Mobile Number: 09654886149		Email Address: <a href="mailto:pagadorefrim71@gmail.com">pagadorefrim71@gmail.com</a>		
<b>A5.</b>	<b>Bureau/Office/Protected Area:</b>				
	APO REEF NATURAL PARK – PROTECTED AREA MANAGEMENT OFFICE (ARNP-PAMO)				
<b>A6.</b>	<b>Position/Designation:</b>				
	FOREST RANGER				
<b>A7.</b>	<b>Employment Status:</b>				
	<input checked="" type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
<b>A8.</b>	<b>8.1 Length of Service in the DENR:</b>				
	<input type="radio"/> 1. Less than 1 year <input type="radio"/> 2. 1 to 5 years <input checked="" type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	<b>8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)</b>				
	<b>1. Name of PA:</b>	<b>2. Position / Involvement</b>	<b>3. Agency/Office/Organization</b>	<b>4. No. of years</b>	
	APO REEF NATURAL PARK	FOREST RANGER	ARNP-PAMO	4	
	APO REEF NATURAL PARK	BOAT CAPTAIN (COS)	ARNP-PAMO	5	
<b>A9.</b>	<b>Educational Background:</b>				
	<b>1. Undergraduate Course:</b> N/A			<b>5. Name of school/university:</b> N/A	
	<b>2. Graduate Course (MA/PhD):</b>  				
	<b>3. Field/s of specialization:</b>  				
<b>A10.</b>	<b>Relevant PA-related Trainings Attended (in the last 3 years):</b>				
	<b>Name of Training</b>	<b>International or Local</b>	<b>Provider/ Organizer</b>	<b>Dates Attended</b>	<b>No. of training hours</b>
	ENR BASIC COURSE	LOCAL	DENR MIMAROPA REGION	07/25/2022 to 08/02/2022	56 hours
	LEARNING ISDA WAY: AN ADVANCED REEF FISH TAXONOMY AND ASSESSMENT TRAINING	LOCAL	UPLB	09/03/2021 to 09/08/2021	48 hours
	ORIENTATION ON THE IMPLEMENTATION OF GREEN FINS	LOCAL	ARNP-PAMO	11/11/2020	8 hours



	ONLINE LECTURE ON BMS AND BAMS	LOCAL	DENR-BMB	10/20/2020 to 10/29/2020	36 hours
	SMaRT-Corals TRAINING ON SPATIO-TEMPORAL MONITORING OF CORAL REEFS	LOCAL	UPLB	09/17/2020 to 09/18/2020	16 hours
	Use additional sheets if necessary.				

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent  
 3 = good  
 2 = fair  
 1 = poor  
 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)				X		
b)	Management Plans and Management Zones (Sec 8-9)			X			X
c)	PAMB Operationalization (Sec 10-11)		X				X
d)	Environmental Impact Assessment (EIA) (Sec 12)		X				
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)				X		X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				X		X
h)	Tenured Migrants and PACBRMA (Sec 23)					X	
i)	Facilities within PA (Sec 24)			X			
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)				X		X
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)					X	
m)	Protected Area Management Plan and PAMB Manual of Operations					X	
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)		X				X
p)	Biodiversity Assessment and Monitoring System (BMS)				X		X
q)	Communication, Education and Public Awareness (CEPA)				X		
r)	Survey of Protected Area Occupants (SRPAO)				X		
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)					X	
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances				X		
y)	Ecotourism			X			X
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	X
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management				X		
dd)	Wildlife management			X			X
ee)	Research and Special Projects				X		
ff)	Ecosystem Valuation Study					X	
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs				X		
hh)	Revenue Sharing between PA and LGUs			X			



B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management				X		
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management				X		
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code					X	
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)					X	
mm)	Revised Forestry Code (PD 705)				X		
nn)	Wildlife Act (RA 9147)				X		X
oo)	Cave Act (RA 9072)					X	
pp)	National Policy on Biodiversity (EO 578)				X		
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)					X	
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005				X		
ss)	Philippine Mining Act (RA 7942)				X		
tt)	Clean Air Act (RA 8749)				X		
uu)	Clean Water Act (RA 9275)					X	X
vv)	Climate Change Act (RA 9729)				X		
ww)	DRRM Act (RA 10121)				X		
xx)	Fisheries Code(RA 8550)				X		X
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)				X		X
zz)	Integrated Coastal Management Policy (EO 533)			X			
aaa)	Philippine Environmental Impact Statement System (PD 1586)				X		
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)				X		
ccc)	Philippine Development Plan 2017-2022				X		
ddd)	Ramsar Convention on Wetlands of International Importance					X	
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)					X	
fff)	Convention on Biological Diversity (CBD)					X	
ggg)	17 Sustainable Development Goals (SDGs)				X		X

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	<b>①</b> Lecture / Discussion with Open Forum <b>2.</b> Workshop with Deliverables <b>3.</b> Case Analysis <b>④</b> Cross / site visit <b>5.</b> Conference / Summit	<b>⑥</b> Practicum / Practical exercises <b>7.</b> Others: _____ _____ _____
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	<b>①</b> In-house: Region <b>2.</b> In-house: Field <b>3.</b> Concerned Bureaus: _____ <b>4.</b> DENR Central Office: _____ <b>5.</b> Other Regions	<b>⑥</b> Non-government organizations <b>⑦</b> Invited experts <b>⑧</b> Academe <b>9.</b> Others: _____ _____ _____
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	<b>①</b> In-house: Region <b>②</b> In-house: Field <b>3.</b> HRD	<b>4.</b> Others: _____ _____ _____
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	<b>1.</b> In-house: Office <b>②</b> In-house: Field <b>3.</b> Hotel + accommodation <b>④</b> Virtual platform	<b>5.</b> Others: _____ _____ _____
<b>C5.</b>	<b>Frequency of Trainings (select 1)</b>	
	<b>1.</b> Once a year <b>②</b> Twice a year <b>3.</b> Every two years <b>4.</b> Every three years	<b>5.</b> Others: _____ _____ _____
<b>C6.</b>	<b>Logistics and Requirements: (select 3)</b>	
	<b>①</b> Training/ Reference Materials (printed/digital) <b>②</b> Relevant equipment <b>3.</b> Endorsement / Coordination with concerned offices <b>④</b> Budgetary Requirements (if selected, specify source) GAA FUND	<b>5.</b> Others: _____ _____ _____ _____



## D. Suggestions for the Enhancement of Capacities for Protected Areas


D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<u>Upang maging mas epektibo pa ang pagprotekta sa saribuhay at pagpapalakad sa mga protected area, kinakailangang mapalawig ang kaalaman ng mga empleyado, partikular na ng mga Park Rangers, sa pagsasagawa ng <i>patrolling operations</i>. Kasama na rito ang pagbuo ng estratehiya sa pagpapatrol sa karagatan pati na rin ang mga tamang pamamaraan sa pakikipag-usap sa radyo (hal. paggamit ng 10-codes). Bukod pa rito, maganda rin kung mapapaigting ang kaalaman ng mga empleyado sa pagsasagawa ng <i>monitoring activities</i> sa mga ekosistema sa loob ng Protected Area. Kinakailangan ng tuloy-tuloy na <i>training</i> sa pagpapangalan o <i>identification</i> ng korales, isda, ibon, at iba pang buhay-ilang dahil ito ay importante sa pagkuha ng maayos na datos.</u>

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed
	BAMS o BMS	Pondo tuloy-tuloy na <i>training</i> ukol sa pagsasagawa nito na pinangungunahan ng mga eksperto o siyentipiko
		Pondo para sa pagkuha ng lisensya ng ibang empleyado ng PA sa <i>SCUBA diving</i> , kasama na rito ang pagkuha ng mas mataas na sertipikasyon ng mga <i>Rescue Diver</i>
	Law Enforcement	Pondo at <i>resource person</i> para sa <i>training</i> ukol sa <i>radio communication</i> at iba pang aspeto ng epektibong pagpapatrol
		Pondo para sa mga mas magandang gamit o sasakyang pandagat sa pagpapatrolya
		Pondo para sa <i>training</i> sa pag-aayos at pagsisigurado ng magandang kalagayan ng mga sasakyang pandagat

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name:  EFRAIM Z. PAGADOR

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	ANNA RITCHELLE D. NICANOR				
<b>A2.</b>	Sex:			<b>A3.</b>	Age:
	1. Male                      2. Female /				35 years old
<b>A4.</b>	Contact details:				
	Mobile Number: 09175224384		Email Address: cheche.aporeef@gmail.com		
<b>A5.</b>	Bureau/Office/Protected Area:				
	DENR – APO REEF NATURAL PARK PROTECTED AREA MANAGEMENT OFFICE				
<b>A6.</b>	Position/Designation:				
	SPECIAL COLLECTING AND DISBURSING OFFICER				
<b>A7.</b>	Employment Status:				
	1. /Regular/permanent    2. Contractual    3. Casual    4. Others (please specify): _____				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	1. Less than 1 year    2. 1 to 5 years    3. /5 to 10 years    4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	APO REEF NATURAL PARK	ADMINISTRATIVE AIDE VI (CONTRACT OF SERVICE)	DENR	4 YEARS	
		ADMINISTRATIVE AIDE VI / SPECIAL COLLECTING AND DISBURSING OFFICER / POLLUTION CONTROL OFFICER	DENR	7 YEARS	
<b>A9.</b>	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	BACHELOR OF SCIENCE IN ENVIRONMENTAL SCIENCE			CAVITE STATE UNIVERSITY	
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	WATER QUALITY TRAINING CUM CONSULTATION WORKSHOP BACK-TO-BACK TECHNICAL BULLETIN ON MAINSTREAMING ICM INTO CLUP ROLLOUT	LOCAL	BMB	JULY 11-16, 2022	32
	ORIENTATION AND CONSULTATION ON THE UPDATED GUIDELINES FOR THE COUNDUCT OF BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) FOR COASTAL AND MARINE	LOCAL	BMB	JUNE 28-30, 2022	12



	BIODIVERSITY-FRIENDLY ENTERPRISES (BDFE) ROADMAPPING WORKSHOP	LOCAL	BMB	FEBRUARY 22-23, 2022	8
	E-LEARNING MODULES ON THE PHILIPPINE PUBLIC-PRIVATE PARTNERSHIP PROGRAM	LOCAL	PUBLIC-PRIVATE PARTNERSHIP CENTER	FEBRUARY 14 – MARCH 1, 2022	96
	ORIENTATION AON THE CONDUCT AND IMPLEMENTATION OF WATER QUALITY MONITORING WITHIN NIPAS - MARINE PROTECTED AREAS (NIPAS-MPA)	LOCAL	BMB	OCTOBER 6-7, 2021	16
	TOURISM LIVE INVENTORY AND STATISTICS OF TOURIST ARRIVALS (TourLISTA) WEB-BASED WORKSHOP FOR OCCIDENTAL MINDORO STAKEHOLDERS	LOCAL	DOT	SEPTEMBER 26, 2021	2.5
	RESOURCE CAPACITY BUILDING WORKSHOP ON PRIVATE SECTOR RESOURCE MOBILIZATION IN PROTECTED AREA	LOCAL	BIOFIN	JUNE 16-18, 2021	24
	MENTORING AND COACHING ON PROTECTED AREA FINANCE PLAN (PAFP) PREPARATION	LOCAL	BIOFIN	MAY 24-28, 2021	40
	MENTORING AND COACHING ON PROTECTED AREA FINANCE PLAN (PAFP) PREPARATION	LOCAL	BIOFIN	MAY 10-14, 2021	40
	ECOTOURISM STATISTICAL FRAMEWORK WORKSHOP	LOCAL	BMB	DECEMBER 15, 2020	4
	MARINE LITTER 101 WEBINAR	LOCAL	BMB	NOVEMBER 4, 2020	8
	WEBINAR SERIES ON PROTOCOL ON THE MANAGEMENT OF HUMAN-CROCODILE CONFLICT (HCC) IN THE PHILIPPINES	LOCAL	BMB	OCTOBER 27-29, 2020	24

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent
- 3 = good
- 2 = fair
- 1 = poor
- 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)				X		X
b)	Management Plans and Management Zones (Sec 8-9)			X			X
c)	PAMB Operationalization (Sec 10-11)		X				
d)	Environmental Impact Assessment (EIA) (Sec 12)		X				
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)	X					
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)			X			X
h)	Tenured Migrants and PACBRMA (Sec 23)				X		X
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			X
k)	Local Government Units (Sec 26)			X			
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			X



m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas			X			X
o)	Biodiversity Monitoring System (BMS)		X				
p)	Biodiversity Assessment and Monitoring System (BMS)			X			
q)	Communication, Education and Public Awareness (CEPA)		X				
r)	Survey of Protected Area Occupants (SRPAO)		X				
s)	Formulation of PA Bills			X			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)		X				
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)		X				
v)	SAPA process			X			
w)	PACBRMA process				X		
x)	Permit issuances			X			
y)	Ecotourism		X				
z)	ASEAN Heritage Park (AHP) Process				X		X
aa)	World Heritage Site (WHS) Process				X		
bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management				X		
dd)	Wildlife management		X				
ee)	Research and Special Projects			X			X
ff)	Ecosystem Valuation Study			X			X
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs		X				
hh)	Revenue Sharing between PA and LGUs		X				
<b>B3</b>	<b>Legal and Policy Framework for Biodiversity Conservation and Environmental Management</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>Level of Priority</b>
ii)	Provisions of the 1987 Constitution relevant to environmental management			X			
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management			X			
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code				X		X
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)				X		
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)		X				
oo)	Cave Act (RA 9072)				X		
pp)	National Policy on Biodiversity (EO 578)			X			
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)			X			
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005		X				X
ss)	Philippine Mining Act (RA 7942)			X			
tt)	Clean Air Act (RA 8749)		X				
uu)	Clean Water Act (RA 9275)		X				
vv)	Climate Change Act (RA 9729)		X				
ww)	DRRM Act (RA 10121)			X			
xx)	Fisheries Code(RA 8550)			X			
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)	X					
zz)	Integrated Coastal Management Policy (EO 533)			X			
aaa)	Philippine Environmental Impact Statement System (PD 1586)		X				
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)		X				X
ccc)	Philippine Development Plan 2017-2022			X			X
ddd)	Ramsar Convention on Wetlands of International Importance			X			X
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)				X		



fff)	Convention on Biological Diversity (CBD)				<b>X</b>		
ggg)	17 Sustainable Development Goals (SDGs)			<b>X</b>			

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	1. <b>Lecture / Discussion with Open Forum</b> 2. <b>Workshop with Deliverables</b> 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	6. <b>Practicum / Practical exercises</b> 7. Others: _____ _____ _____
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. <b>Other Regions</b>	6. <b>Non-government organizations</b> 7. <b>Invited experts</b> 8. <b>Academe</b> 9. Others: _____ _____ _____
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	1. <b>In-house: Region</b> 2. In-house: Field 3. <b>HRD</b>	4. Others: _____ _____ _____
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	1. In-house: Office 2. In-house: Field 3. <b>Hotel + accommodation</b> 4. <b>Virtual platform</b>	5. Others: _____ _____ _____
<b>C5.</b>	<b>Frequency of Trainings (select 1)</b>	
	1. <b>Once a year</b> 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____ _____
<b>C6.</b>	<b>Logistics and Requirements: (select 3)</b>	
	1. <b>Training/ Reference Materials (printed/digital)</b> 2. <b>Relevant equipment</b> 3. <b>Endorsement / Coordination with concerned offices</b> 4. <b>Budgetary Requirements (if selected, specify source)</b>	5. Others: _____ _____ _____

### D. Suggestions for the Enhancement of Capacities for Protected Areas

<b>D1</b>	<b>What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?</b>	
	LEADERSHIP, CRITICAL THINKING, TECHNICAL WRITING	
<b>D2</b>	<b>What types of assistance do you think are needed to enhance the capacities of your organization/agency:</b>	
	<b>Activity/Task</b>	<b>Assistance Needed</b>
	<b>BAMS</b>	<b>TECHNICAL ASSISTANCE AND FUND</b>
	<b>REPAIR AND MAINTENANCE OF FACILITIES AND EQUIPMENT</b>	<b>FUND</b>
	<b>TRAINING ON TECHNICAL WRITING</b>	<b>TECHNICAL ASSISTANCE AND FUND</b>

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

*Atanicanor*

Signature over printed name: ANNA RITCHELLE D. NICANOR



## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:				
	HUGO IGNACIO G. SALVADOR				
<b>A2.</b>	Sex:			<b>A3.</b>	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				24
<b>A4.</b>	Contact details:				
	Mobile Number: 09654886149		Email Address: <a href="mailto:higsalvador@gmail.com">higsalvador@gmail.com</a>		
<b>A5.</b>	Bureau/Office/Protected Area:				
	APO REEF NATURAL PARK – PROTECTED AREA MANAGEMENT OFFICE (ARNP-PAMO)				
<b>A6.</b>	Position/Designation:				
	CMEMP EXTENSION OFFICER				
<b>A7.</b>	Employment Status:				
	<input type="radio"/> 1. Regular/permanent <input checked="" type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
<b>A8.</b>	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input checked="" type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	APO REEF NATURAL PARK	CMEMP EXTENSION OFFICER	ARNP-PAMO	2	
<b>A9.</b>	Educational Background:				
	1. Undergraduate Course: BACHELOR OF SCIENCE IN BIOLOGY			5. Name of school/university: UNIVERSITY OF THE PHILIPPINES LOS BAÑOS	
	2. Graduate Course (MA/PhD): N/A				
	3. Field/s of specialization: _____				
<b>A10.</b>	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	SEABIRD IDENTIFICATION TRAINING-WORKSHOP	LOCAL	DENR-BMB	07/19/2022 to 07/21/2022	
	ORIENTATION AND CONSULTATION ON THE UPDATED GUIDELINES FOR THE CONDUCT OF THE BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) FOR COASTAL AND MARINE	LOCAL	DENR-BMB	05/28/2022 to 05/30/2022	4



	READY, COTS EXTRACTION! FORUM	LOCAL	DENR-BMB	05/02/2022	3
	SMART-CORALS SPATIAL MANAGEMENT PLAN WORKSHOP	LOCAL	University of the Philippines Los Baños	03/11/2022	4
	ORIENTATION ON THE CONDUCT AND IMPLEMENTATION OF WATER QUALITY MONITORING WITHIN NIPAS - MARINE PROTECTED AREAS	LOCAL	DENR-BMB	10/06/2021 to 10/07/2021	8
	ECOTOURISM IN PROTECTED AREAS TOWARDS GREEN RECOVERY	LOCAL	DENR-BMB	09/17/2021	3
	LEARNING ISDA WAY: AN ADVANCED REEF FISH TAXONOMY AND ASSESSMENT TRAINING	LOCAL	University of the Philippines Los Baños	09/03/2021 to 09/08/2021	48
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) ONLINE LECTURE SERIES – BIODIVERSITY MONITORING SYSTEM (BMS)	LOCAL	DENR-BMB	11/10/2020	2
	MARINE LITTER 101	LOCAL	DENR-BMB	11/04/2020	8
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) ONLINE LECTURE SERIES – INTEGRATION AND REPORTING OF COASTAL AND MARINE ASSESSMENTS	LOCAL	DENR-BMB	10/28/2020	2
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) ONLINE LECTURE SERIES – SEAGRASS ECOSYSTEM	LOCAL	DENR-BMB	10/22/2020	2
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) ONLINE LECTURE SERIES - CORAL REEF ECOSYSTEM	LOCAL	DENR-BMB	10/21/2020	2
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) ONLINE LECTURE SERIES - PHYSICAL ASSESSMENT OF COASTAL AND MARINE ECOSYSTEMS	LOCAL	DENR-BMB	10/20/2020	2
	SMART-CORALS TRAINING ON SPATIO-TEMPORAL MONITORING OF CORAL REEFS	LOCAL	University of the Philippines Los Baños	09/17/2020	16
	WEBINAR ON CORAL BLEACHING	LOCAL	Philippine Association of Marine Science	07/30/2020	3
	WEBINAR ON OCEAN ACIDIFICATION	LOCAL	Philippine Association of Marine Science	06/26/2020	2
Use additional sheets if necessary.					

## B. Level of Knowledge and Understanding

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent
- 3 = good
- 2 = fair
- 1 = poor
- 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

Topics	4	3	2	1	0	Level of Priority
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B1	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)						(select 5)
a)	PA Dis/Establishment Process (Sec 5)				X		
b)	Management Plans and Management Zones (Sec 8-9)			X			X
c)	PAMB Operationalization (Sec 10-11)			X			X
d)	Environmental Impact Assessment (EIA) (Sec 12)			X			
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)			X			X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				X		X
h)	Tenured Migrants and PACBRMA (Sec 23)					X	
i)	Facilities within PA (Sec 24)			X			
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)					X	
k)	Local Government Units (Sec 26)				X		X
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			
m)	Protected Area Management Plan and PAMB Manual of Operations			X			
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)		X				X
p)	Biodiversity Assessment and Monitoring System (BMS)		X				X
q)	Communication, Education and Public Awareness (CEPA)				X		X
r)	Survey of Protected Area Occupants (SRPAO)					X	
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)				X		
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)				X		X
v)	SAPA process					X	
w)	PACBRMA process				X		
x)	Permit issuances				X		
y)	Ecotourism			X			
z)	ASEAN Heritage Park (AHP) Process				X		
aa)	World Heritage Site (WHS) Process				X		
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management					X	
dd)	Wildlife management			X			X
ee)	Research and Special Projects				X		
ff)	Ecosystem Valuation Study					X	
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs				X		
hh)	Revenue Sharing between PA and LGUs			X			
B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management				X		
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management					X	
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code					X	
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)					X	
nn)	Wildlife Act (RA 9147)			X			
oo)	Cave Act (RA 9072)					X	
pp)	National Policy on Biodiversity (EO 578)				X		X
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)					X	
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005					X	
ss)	Philippine Mining Act (RA 7942)				X		
tt)	Clean Air Act (RA 8749)				X		
uu)	Clean Water Act (RA 9275)				X		
vv)	Climate Change Act (RA 9729)				X		
ww)	DRRM Act (RA 10121)					X	
xx)	Fisheries Code(RA 8550)			X			
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)					X	
zz)	Integrated Coastal Management Policy (EO 533)				X		
aaa)	Philippine Environmental Impact Statement System (PD 1586)					X	
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)					X	
ccc)	Philippine Development Plan 2017-2022			X			
ddd)	Ramsar Convention on Wetlands of International Importance		X				X



eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		X				X
fff)	Convention on Biological Diversity (CBD)			X			X
ggg)	17 Sustainable Development Goals (SDGs)		X				X

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	<ol style="list-style-type: none"> <li>1. Lecture / Discussion with Open Forum</li> <li>2. Workshop with Deliverables</li> <li>3. Case Analysis</li> <li>4. Cross / site visit</li> <li>5. Conference / Summit</li> </ol>	<ol style="list-style-type: none"> <li>6. Practicum / Practical exercises</li> <li>7. Others: _____</li> </ol>
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	<ol style="list-style-type: none"> <li>1. In-house: Region</li> <li>2. In-house: Field</li> <li>3. Concerned Bureaus: _____</li> <li>4. DENR Central Office: _____</li> <li>5. Other Regions</li> </ol>	<ol style="list-style-type: none"> <li>6. Non-government organizations</li> <li>7. Invited experts</li> <li>8. Academe</li> <li>9. Others: _____</li> </ol>
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	<ol style="list-style-type: none"> <li>1. In-house: Region</li> <li>2. In-house: Field</li> <li>3. HRD</li> </ol>	<ol style="list-style-type: none"> <li>4. Others: _____</li> </ol>
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	<ol style="list-style-type: none"> <li>1. In-house: Office</li> <li>2. In-house: Field</li> <li>3. Hotel + accommodation</li> <li>4. Virtual platform</li> </ol>	<ol style="list-style-type: none"> <li>5. Others: _____</li> </ol>
<b>C5.</b>	<b>Frequency of Trainings (select 1)</b>	
	<ol style="list-style-type: none"> <li>1. Once a year</li> <li>2. Twice a year</li> <li>3. Every two years</li> <li>4. Every three years</li> </ol>	<ol style="list-style-type: none"> <li>5. Others: <u>At least four times a year</u></li> </ol>
<b>C6.</b>	<b>Logistics and Requirements: (select 3)</b>	
	<ol style="list-style-type: none"> <li>1. Training/ Reference Materials (printed/digital)</li> <li>2. Relevant equipment</li> <li>3. Endorsement / Coordination with concerned offices</li> <li>4. Budgetary Requirements (if selected, specify source) GAA FUND</li> </ol>	<ol style="list-style-type: none"> <li>5. Others: _____</li> </ol>

### D. Suggestions for the Enhancement of Capacities for Protected Areas

<b>D1</b>	<b>What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?</b>
	<u>I think it will be helpful to improve the competencies of DENR staff, particularly PA personnel, in biodiversity monitoring. The identification of species should be prioritized as this is usually fundamental to collecting reliable monitoring data. Aside from species identification, the skills in data analysis (including knowledge on different software) and scientific-writing of DENR staff. Long-term training programs may be developed for these instead of the one-off training activities which we often practice in the Department.</u>

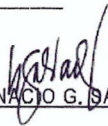
<b>D2</b>	<b>What types of assistance do you think are needed to enhance the capacities of your organization/agency:</b>	
	<b>Activity/Task</b>	<b>Assistance Needed</b>
	BAMS o BMS	Funding for long-term training programs on biodiversity monitoring which shall be facilitated by the academe
		Funding for the certification of Park Rangers (including long-serving contractual Park Rangers) in SCUBA diving
		Funding for the procurement of sufficient scientific and technical equipment including cameras with underwater housing
		Funding for the hiring of more technical staff with a background on monitoring the ecosystems within the PA
		Technical assistance from DENR-ERDB in increasing the research output of ARNP-PAMO
	Law Enforcement	Funding for patrolling equipment including hi-speed watercrafts and other tactical equipment

		Funding for law enforcement training activities which shall be participated by all Park Rangers
	CEPA	Funding for the hiring of a personnel with enough background in communications

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name:  \_\_\_\_\_  
HUGO IGNACIO G. SALVADOR