

## 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.

ERNESTO E. TAÑADA

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## **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.











## **Department of Environment and Hutural 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	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	

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 f understanding and knowledge in percentage.

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

	PARTICULARS	AVERAGE
B1	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05) (44 points)	18
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs) (92 points)	36
В3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management (100 points)	42

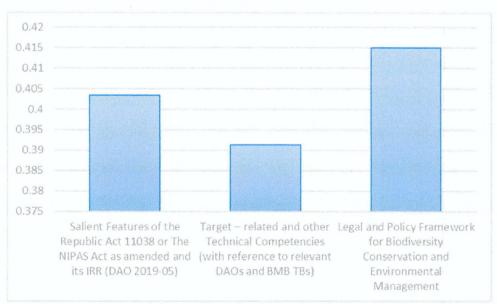


Figure 1. Average Level of Knowledge and Understanding of ARNP-PAMB (%)

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.

PARTICULARS
Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 201 05)
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)
Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TB
Biodiversity Monitoring System (BMS)
Biodiversity Assessment and Monitoring System (BMS)
Ecosystem Valuation Study
Legal and Policy Framework for Biodiversity Conservation and Environmental Management
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



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)

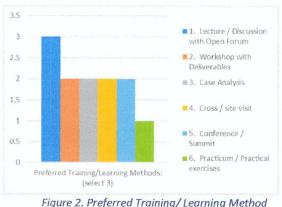
FY 2023-2033

CAPACITY BUILDING		TARGET LEARNERS	EARNERS						'n	SCHEDULE						
LEARNING OBJECTIVES	/ES DESIRED OUTCOMES	NAME OF BITTY	NO.	POSITION	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	BUDGET (PhP)
Provide orientation / refesher to the new and existing members of the PAMB regarding the provisions of the ENIPAS	Provide orientation / Commitment and improved refresher to the new and performance of the PAMB existing members of the members on their duties and PAMB regarding the responsibilities in the fulfilment provisions of the ENIPAS Act of the Vision and Mission of the PA		र्घ													45,000.00
Updafing of Manual of To familiarized and to provide Operations of Protected Area operation and management of the protected area	To familiarized and to provide deeper understanding in the Committed and self-refault operation and management of members of the Board fre protected area	MBCFI, PCGA, WMF,	15			,										45,000.00
To assess the management strabgies in Apo Reef Natura Park	MEA Report Enhanced Il management strategis in ARNP	LGU SABLAYAN, PGO OCC MINDORO, NEDA, OFFICE OF THE REPRESENTATIVE	5	PAMB and PAMO												45,000.00
Refesher course on Protected Area Planning To provide planning skills to (PAMP, Ecobourism, Finance members of the Board Plan etc.)	S to Capacitated PAMB members on Dealing of PAMP and other PA plans	PUP SABLAYAN	15													45,000.00
Updaing of Memorandumof To hamonize the operation Agreement with the Local Government Unit' Orientation LCU	ion on of Uupdaled MOA		15													45,000.00
To expose PAMB Membrs Cross Visit to Other Protected and PAMO Staff to other management strategies of different PAs	Adoption of best Practices of other PAs		20													800,000.00



## Training Methods, Logistics and Requirement

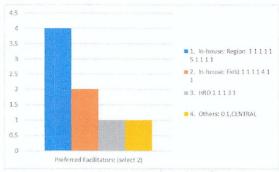
The PAMB Members were asked on their preferred training/learning method, resource persons, facilitators, venue, frequency of trainings, and logistics and requirements. Figures 2-7 shows the choices of the PAMB on the above criteria while Table 5 shows contains its summary.



2. Inchouse Field

Figure 2. Preferred Training/Learning Method

Figure 3. Preferred Resource Persons



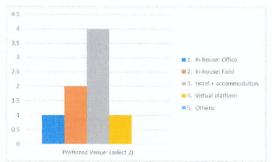


Figure 4. Preferred Facilitators

Figure 5. Preferred Venue



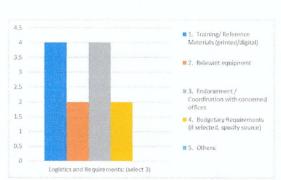


Figure 6. Preferred Frequency of Training

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, nongovernment 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 b 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)	
	Lecture / Discussion with Open Forum	
	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)	
	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 Dangeros, 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
B1	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05) (44 points)	19
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs) (92 points)	35
В3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management (100 points)	32



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

Table 8. Priority Components of ARNP-PAMO	
PARTICULARS	
Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (	DAO 2019-05)
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)	
Target – related and other Technical Competencies (with reference to relevant DAOs are	nd 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	
Legal and Policy Framework for Biodiversity Conservation and Environmental Man	nagement
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 Go Code	overnment
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.





# DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

FY 2023-2033

			DEFENTIBAL DAD	AND PARTY											
			Y EEF	CAL PARK											
		our court	TARGI	TARGET LEARNERS	ERS				SC	SCHEDULE	J.E				STATE OF THE PARTY
CAPACITY BUILDING (IIILE/SUBJECT)		DESIRED OOLCOMES	NO.	OFFICE/S	POSITION S	2023 2024	2024 20	2025 2026	2026 2027 2028 2029	2028		2030 24	2030 2031 2032	2033	(Aur.) ISSON
Refresher course on IRR of ENIPAS	To refresh personnel on the Personnel who can well-salient teatures of ENIPAS Act Implement the IRR of ENIPAS	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 refamiliarize the PAMO in the updating of the management plan in 2031	Updated PAMP of ARNP	т	ARNP	PASu, Admin Staff, Technical Staff										18,000.00
Workshop on Environmental Impact Assessment	To be able to determine the impact of ecoburism activities in the biodiversity of ARNP	Impact Assessment Report	2	ARNP	PASU, Technical Staff										12,000.00
Workshop on the Dilineation 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	PASU, Technical Staff										12,000.00
Capacityy 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	75	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Starf										160,000.00
Capacity Building on Coral Ref Aassessment, Fish Visual Census and Bird Census,	To improve the capacity of PAMO in monitoring of resources	Capacitated PAMO Staff	15		Park Rangers, Technical Staff										00'000'009
Training on Basic Photography, videography and CEPA Materials Writing	To capacite PAMO Staffon using available photo and video deives	Beller quality of photo and video documentation	15.8	ARNP PAMO/ LGU Sablayan	Park Rangers, Technical Staff										160,000.00
Learning event on environmental guidelines for To refresh and review Staff sustainable fourism on guidelines for sustainable fourism tourism	r To refresh and review Staff on guidelines for sustainable tourism	Capacitated Staff and decreased pressure from ecolourism activities	5	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 valValuation Report	Valuation Report	n	ARNP	PASu, Technical Staff										18,000.00
Orientation on Water Code of the Philippines (PD 1067) and amended IRR of 2005, Clean (PA 9275), Climate Change Act (RA To have a basic knowledge 9729)	. To have a basic knowledge on related laws	Capaciled Staff	15		Park Rangers, Technical										160,000.00
Orientation on the Fisheries Code(RA 8550)	To mainsfream fine faw enforcement of BFAR with PAMO as part of the operation of TF MARLEN	PAMO staff well-capacitated with Fidheries Code	5	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, facilitators, 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.

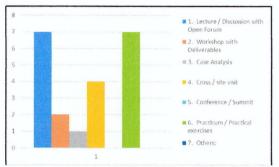


Figure 9. Preferred Training/Learning Method

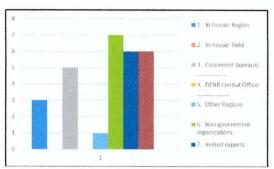


Figure 10. Preferred Resource Persons

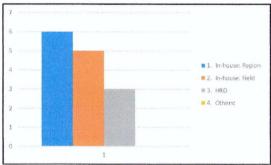


Figure 11. Preferred Facilitators

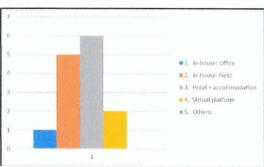


Figure 12. Preferred Venue

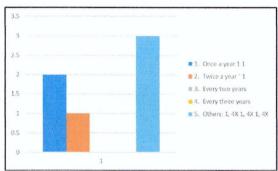


Figure 13. Preferred Frequency of Training

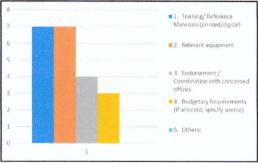


Figure 14. Preferred Logistics and Requirement

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)
	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)
	Training/ Reference Materials (printed/digital)
	2. Relevant equipment
	Endorsement / Coordination with concerned offices

Prepared and submitted by:

KRYSTAL DAYNE T. VILLANADA

Annex 2- Level of Knowledge and Understanding

					Annex 2- Level of P	of Knowledge	Annex 2- Level of Knowledge and Understanding DAMO	Di la				DAMA		
					AL.	O.						LAMD		
	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
Ы	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)	23	24	14	24	16	21	14	19	11	11	12	31	18
a)	PA Dis/Establishment Process (Sec 5)	2	2	-	-	-	2	1	-	3	2	-	2	2
(q	Management Plans and Management Zones (Sec 8-9)	4	3	2	2	2	2	2	2	က	2	2	4	ဗ
(၁	PAMB Operationalization (Sec 10-11)	3	2	-	3	3	2	2	2	2	0	2	4	2
ਓ	Environmental Impact Assessment (EIA) (Sec 12)	2	2	-	က	က	0	2	2	2	2	2	е	2
(e)	Ancestral Domains and Existing Rights (Sec 13 & 22)	-	-	-	-	-	0	-	1	-	0	-	2	-
t)	Integrated Protected Area Fund (IPAF) (Sec 16)	е	က	2	4	-	ю	2	8	-	0	-	ю	2
(B)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)	2	3	1	2	1	2	1	2	1	0	0	2	-
(h	Tenured Migrants and PACBRMA (Sec 23)	-	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	-	3	1	3	2
))	Special Use Agreement in Protected Areas (SAPA) (Sec 25)	2	2	1	2	-	2	0	1	-	2	-	е	2
k)	Local Government Units (Sec 26)	-	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)	09	51	19	51	18	22	27	35	23	æ	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	-	ю	0	2	2	2	2	-	ъ	4	က
(u	Delineation / Demarcation of Protected Areas	3	3	-	2	2	-	2	2	2	0	2	3	2
(0	Biodiversity Monitoring System (BMS)	3	4	2	3	3	2	3	3	2	2	2	4	3
(d	Biodiversity Assessment and Monitoring System (BMS)	3	4	2	2	-	0	8	2	2	2	2	4	8
(b	Communication, Education and Public Awareness (CEPA)	4	8	-	8	-	-	-	2	2	2	2	4	8
Ē.	Survey of Protected Area Occupants (SRPAO)	2	2	-	ю	-	0	0	-	ю	0	-	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	-	3	0	2	-	2	-	0	4	4	2
â	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	ю	2	-	က	0	-	-	2	м	_	-	4	2

cess		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
1		SAPA process	2	2	0	2	0	0	0	-	0	0	2	3	-
No. of the control		PACBRMA process	2	+	0	-	0	2	-	-	0	0	2	2	-
No.   No.		Permit issuances	3	2	2	2	-	2	1	2	0	0	2	2	1
1		Ecotourism	3	3	1	3	2	0	2	2	1	0	2	4	2
1		ASEAN Heritage Park (AHP) Process	2	2	0	-	0	0	1	1	0	0	2	2	1
1		World Heritage Site (WHS) Process	-	0	0	-	0	0	-	0	0	0	2	2	-
1		Caves and cave management	2	1	0	1	0	0	0	1	0	0	2	1	1
1   2   3   1   3   2   2   0   2   2   2   2   3   4   63   64   63   64   64   65   64   65   64   65   64   65   64   65   65		Inland wetland profiling and management	2	+	0	-	-	0	0	-	0	0	2	2	-
3   2   2   0   2   1   0   1   1   1   2   0   3   2   2   2   1   1   1   2   0   3   2   2   2   3   3   3   3   3   3		Wildlife management	2	3	-	8	2	0	2	2	0	0	2	2	-
3       3       1       2       0       0       1       1       1       0       2       2       2       2       1		Research and Special Projects	3	2	0	2	-	0	-	-	2	0	က	2	2
3         3         1         3         1         3         1         2         0         0         2         2         2         2         1         2         0         0         2         2         2         2         1         4         4         44         63         8         64         18         13         26         32         32         11         60         2         2         2         2         1         0         2         2         2         2         1         0         2         2         2         2         1         0         2         1         0         2         1         0         1         0         0         2         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         1         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0 <th< td=""><td></td><td>Ecosystem Valuation Study</td><td>2</td><td>1</td><td>-</td><td>2</td><td>0</td><td>0</td><td>0</td><td>1</td><td>1</td><td>0</td><td>2</td><td>2</td><td>-</td></th<>		Ecosystem Valuation Study	2	1	-	2	0	0	0	1	1	0	2	2	-
y         444         653         8         54         18         13         26         32         32         11         656         68		Rates of Fees for the Entrance and Use of Facilities in PAs	е	8	0	е	-	8	-	2	0	0	2	2	-
Value         654         18         13         26         32         32         11         65         689           1         3         0         2         1         1         1         2         0         2         1         66         689           1         3         0         2         1         2         1         2         0         2         3         3         3         3         3         3         3         3         4         3         689         3         3         4		Revenue Sharing between PA and LGUs	3	3	-	3	2	3	2	2	-	0	2	2	-
1         3         0         2         1         2         1         2         1         2         3         3         3         3         3         3         4		Legal and Policy Framework for Biodiversity Conservation and Environmental Management		63	ω	54	18	13	56	32	32	11	55	89	42
1         3         0         2         1         0         1         0         1         2         1         2         3         3         1         2         1         2         1         2         3         3         3         3         3         3         4         3         4         3         3         3         3         4         3         4		Provisions of the 1987 Constitution relevant to environmental management	-	3	0	2	+	2	1	1	2	0	2	8	2
1         3         0         1         0         0         1         2         2         2         2           2         2         2         1         2         1         2         2         2         2         2           2         2         2         1         0         1         2         0         2         2         2         2         0         2         2         2         0         2         4         2         0         2         4         2         0         2         4         2         0         2         0         0         2         0		Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management	-	ю	0	2	-	1	0	-	2	1	2	က	2
2         2         0         1         2         1         2         1         2         1         2         1         2         2         2         2         2         2         2         2         2         2         2         3         4         2         4         2         4         2         4         2         4         2         4         2         4         2         4		Environmental functions devolved to local government units under Section 17 of the Local Government Code	~	ю	0	-	0	0	0	-	2	2	2	2	2
2         2         0         2         1         0         0         1         2         0         2         2         0         2         4         2         4		Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)	2	2	0	-	0	1	2	-	2	0	2	2	2
3         3         1         0         2         2         2         6         4         4           3         1         0         1         0         1         0         1         0         2         2         4           1         3         1         1         0         1         0         2         4         7           1         3         0         2         1         0         1         0         2         4         7           1         3         0         2         1         1         0         0         2         2         2           2         3         1         3         1         1         1         1         0         0         2         3           2         3         1         3         1         1         1         1         0         2         3         3           2         3         1         3         1         1         1         2         0         2         3         3           4         4         1         4         1         0         0         3         3		Revised Forestry Code (PD 705)	2	2	0	2	1	0	0	1	2	0	2	2	2
3         1         0         1         0         1         0         1         0         2         2         2         2         2         2         2         2         4         2         4         2         4		Wildlife Act (RA 9147)	က	က	-	3	1	0	2	2	2	0	2	4	2
2         3         0         2         1         1         1         1         1         1         4		Cave Act (RA 9072)	3	1	0	1	0	1	0	1	0	0	2	2	-
1         3         0         2         0         1		National Policy on Biodiversity (EO 578)	2	3	0	2	1	0	1	-	1	0	2	4	2
1         3         0         3         1         1         0         1         0         1         0         2         2         2         2         2         2         3         3         3         4         6         6         7         6         6         7         6         7         8         7         8         8         8         8         8         8         8         8         8         8         8         8         8         8         8         8         8         8		Local Government Code (Sections 16, 444, and 447)(RA 7160)	-	က	0	2	0	0	0	-	-	0	2	2	-
1         2         0         2         1         1         1         1         2         0         2         3           2         3         1         3         1         0         1         2         1         0         2         3           2         3         1         3         1         1         1         0         2         3         3           1         2         3         1         1         1         1         0         2         3         3           1         4         1         2         1         1         2         0         2         2         3         3         2           3         3         1         4         1         0         0         2         3         3         2         3         3         2		Water Code of the Philippines (PD 1067) and amended IRR of 2005	-	က	0	е	-	-	0	-	0	0	2	2	-
2         3         1         3         1         0         1         2         1         0         2         3           2         3         1         3         0         0         1         1         1         0         2         3         3           1         2         0         2         1         1         1         2         0         2         3         3           1         4         1         2         1         1         2         2         3         3         2           3         3         1         4         1         0         0         2         3         3         2	1	Philippine Mining Act (RA 7942)	1	2	0	2	1	1	1	1	2	0	2	3	2
2         3         1         3         0         0         1         1         1         0         2         3           2         3         1         3         1         1         1         2         2         0         2         3         3           1         4         1         2         1         1         2         2         2         3         2           3         3         4         1         4         1         0         0         2         2         3         2		Clean Air Act (RA 8749)	2	3	1	3	1	0	1	2	1	0	2	3	2
2         3         1         3         1         1         1         1         2         0         2         3         4         4         4         4         4		Clean Water Act (RA 9275)	2	3	1	3	0	0	1	-	-	0	2	3	2
1         2         0         2         1         0         1         2         0         2         2         2         2         2         2         2         2         3         3         3         2         3         3         3         2         3         4		Climate Change Act (RA 9729)	2	3	1	3	1	1	1	2	2	0	2	3	2
1         4         1         2         1         1         2         2         2         3         3         2           3         3         1         4         1         0         0         2         2         0         3         2	1	DRRM Act (RA 10121)	1	2	0	2	-	1	0	-	2	0	2	2	2
3 3 1 4 1 0 0 2 2 0 3 2 S		Fisheries Code(RA 8550)	1	4	-	2	-	-	2	2	2	က	3	2	23
		Ecological Solid Waste Management Act of 2000 (RA 9003)	က	ю	-	4	-	0	0	2	2	0	е	2	2

				_				
AVERAGE	1	1	2	2	1	2	-	3
APOLONIA MARIE GRACE DIAMANTE	2	2	3	4	3	е	3	4
JOBELLE M.CRUZADO	2	3	3	2	2	2	2	3
DAVID N. DAVID	0	0	3	0	0	2	0	0
JOHN PAUL ARISTOTLE C. RAMOS	1	0	0	2	0	0	0	3
AVERAGE	2	1	1	1	1	2	1	1
SALVADOR, HUGO IGNACIO	1	0	0	2	3	င	2	3
ADVINCULA, FERNANDO	1	0	1	0	0	1	0	0
PAGADOR, EFRAIM	2	1	1	1	0	0	0	1
NICANOR, ANNA RITCHELLE	7	3	3	2	2	1	1	2
DANGEROS, BERINGUELA, ODELON ROBERTO P.	1	0	0	0	0	1	0	0
	3	2	3	2	1	3	2	1
VILLANADA, KRYSTAL DAYNE	2	1	2	2	2	7	2	2
PARTICULARS	Integrated Coastal Management Policy (EO 533)	Philippine Environmental Impact Statement System (PD 1586)	Establishing the Guidelines for Ecotourism Development (EO 111)	Philippine Development Plan 2017-2022	Ramsar Convention on Wetlands of International Importance	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)	Convention on Biological Diversity (CBD)	17 Sustainable Development Goals (SDGs)
	(22)	aaa)	(qqq	ccc)	(ppp	(eee)	(H	(888)

Annex 3- . Level of Knowledge and Understanding (Priority)

Alliex 3-	Annex 3 Level of Miowiedge and Office standing (F110111)				CHAC	0						DAMD		
					A	O.M.						LAMD		
	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
<b>B</b>	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
(q	Management Plans and Management Zones (Sec 8-9)		1		1	-		-	4		1-			-
(5)	PAMB Operationalization (Sec 10-11)	-	1			-	-	-	5	+		-		2
<del>o</del>	Environmental Impact Assessment (EIA) (Sec 12)	-	1						2	-	1	-	-	4
(e)	Ancestral Domains and Existing Rights (Sec 13 & 22)								0				+	1
Ŋ	Integrated Protected Area Fund (IPAF) (Sec 16)	-	1	-		1	1	-	9	-		-		2
(6	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)	-	1	-	1	1	1	-	7	1				2
h)	Tenured Migrants and PACBRMA (Sec 23)				-				-			1	+	2
i)	Facilities within PA (Sec 24)	-		-			-		3		+			+
(í	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			-	-		-		3	-	-	-	-	4
k)	Local Government Units (Sec 26)			-		-		1	3					0
									0					0
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)													
1)	Protected Area Suitability Assessment (PASA)				-				-				-	-
(m	Protected Area Management Plan and PAMB Manual of Operations			-			-		2		-			-
n)	Delineation / Demarcation of Protected Areas		-		-		-		3			1		-
(0	Biodiversity Monitoring System (BMS)		1	-		-	-	-	5	-	-			2
(d	Biodiversity Assessment and Monitoring System (BMS)			-		-		-	8	-	-	-		В
(b	Communication, Education and Public Awareness (CEPA)	-	-					-	8		-			-
£.	Survey of Protected Area Occupants (SRPAO)								0				-	-
s)	Formulation of PA Bills						-		-					0
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)								0					0
(n	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	-	-					-	3		-			7-

TOTAL	0	-	-	-	-	0	0	-	0	-	3	0	0		0	-	ю	0	0	2	0	0	0	2	0	0	0	0	-	0	-
		-	-		-						-						-			-	+			-					-		
APOLONIA MARIE GRACE DIAMANTE			_							_	1																				
JOBELLE M.CRUZADO																	·				-			1							
DAVID N. DAVID																1	_												-		
JOHN PAUL ARISTOTLE C. RAMOS				1				1			1																				7-
TOTAL	0	0	2	3	2	1	0	0	3	1	2				3	-	2	0	0	2	0	0	2	0	0	2	2	0	3	0	2
SALVADOR, HUGO IGNACIO									1						0							-									
ADVINCULA, FERNANDO JR.			-												1	1				-							-				
PAGADOR, EFRAIM				1		1			1						0					-						1			-		1
NICANOR, ANNA RITCHELLE					1					1	-				1		-						-								
BERINGUELA, ROBERTO P.			-						-						0					-						1			-		1
DANGEROS, ODELON				1											0		-			-									-		
VILLANADA, KRYSTAL DAYNE				1	1						1				1					-	1	-	-				-				
NAME	SAPA process	PACBRMA process	Permit issuances	Ecotourism	ASEAN Heritage Park (AHP) Process	World Heritage Site (WHS) Process	Caves and cave management	Inland wetland profiling and management	Wildlife management	Research and Special Projects	Ecosystem Valuation Study	Rates of Fees for the Entrance and Use of Facilities in PAs	Revenue Sharing between PA and LGUs	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	Provisions of the 1987 Constitution relevant to environmental management	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management	Environmental functions devolved to local government units under Section 17 of the Local Government Code	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)	Revised Forestry Code (PD 705)	Wildlife Act (RA 9147)	Cave Act (RA 9072)	National Policy on Biodiversity (EC 37.6) Local Government Code (Sections 16, 444, and 447)(RA 7160)	Water Code of the Philippines (PD 1067) and amended IRR of 2005	Philippine Mining Act (RA 7942)	Clean Air Act (RA 8749)	Clean Water Act (RA 9275)	Climate Change Act (RA 9729)	DRRM Act (RA 10121)	Fisheries Code(RA 8550)	Ecological Solid Waste Management Act of 2000 (RA 9003)	Integrated Coastal Management Policy (EO 533)
	(x	(M	(x	λ	(z	aa)	(qq	8	(pp	(ee)	(H)	(66)	hh)	83	îi	(ii	kk)	e e	mm)	(uu	(0)	(bb)	Ê	SS)	ŧ	(nn	(M	WW)	(xx	(λλ)	[22]

	TOTAL	3	2	0	3	2	0	0
	JOBELLE MARIE GRACE MARIE GRACE DIAMANTE	1			1			
	JOBELLE M.CRUZADO	1			1			
	DAVID N. DAVID		-			_		
	JOHN PAUL ARISTOTLE C. RAMOS	1	7		-	1		
	TOTAL	1	1	1	2	4	2	2
	SALVADOR, HUGO IGNACIO				1	-	1	-
	ADVINCULA, SALVADOR, FERNANDO HUGO JR. IGNACIO					~		
	PAGADOR, EFRAIM							1
	NICANOR, ANNA RITCHELLE		1	1	1			
- 4	DANGEROS, BERINGUELA, ODELON ROBERTO P.					-		
	DANGEROS, ODELON					-	1	
	VILLANADA, KRYSTAL DAYNE	1						
	NAME	Philippine Environmental Impact Statement System (PD 1586)	Establishing the Guidelines for Ecotourism Development (EO 111)	Philippine Development Plan 2017-2022	Ramsar Convention on Wetlands of International Importance	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)	Convention on Biological Diversity (CBD)	17 Sustainable Development Goals (SDGs)
		aaa)	(qqq	(၁၁၁	(ppp	(eee)	(H)	(666)

Annex 4- Training Methods, Logistics and Requirements

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

	The second secon	The second secon	The same of the sa	The second name of the second	-			-	The state of the s				-
1.Training/ Reference Materials (printed/digital)	1	1	1	-	-	-	1	7	1	1	1	1	4
2.Relevant equipment	1	1	1	-	1	1	1	7	1	1			2
3.Endorsement / Coordination with concerned offices	1	1		1		1		4	1	1	1	1	4
4.Budgetary Requirements (if selected, specify source)			1		1		1	3			1	1	2
5.Others:													

# DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

## MIMAROPA Region

Capacity Building Plan for Protected Area Management Board (PAMB)

FY 2023-2033

		BUDGET (PhP)	45,000	45,000.00	45,000.00	45,000.00	45,000	800,000.00
		2033						
		2032						
		2031						
		2030						
		2029						
	SCHEDULE	2028						
		2027						
		2026						,
		2025						
<b>IRK</b>		2024						
ATURAL PA		2023						
APO REEF NATURAL PARK		POSITIONS			PAMB and PAMO			*
	EARNERS	NO.	5	51	15	15	15	20
	TARGET LEARNERS	NAME OF ENTITY		MBCFI, PCGA, WWF,	LGU SABLAYAN, PGO OCC MINDORO, NEDA, OFFICE OF THE REPRESENTATIVE, PUP	SABLAYAN		
		DESIRED OUTCOMES	Commitment and improved performance of the PAMB members on their duties and responsibilities in the fulfillment of the Vision and Mission of the PA	Committed and self-reliant members of the Board		Capacitated PAMB members on Deafting of PAMP and other PA plans	Uupdated MOA	Adoption of best Practices of other PAs
		LEARNING OBJECTIVES	Provide orientation / refresher Commitment and improved to the new and existing members of the PAMB members of the PAMB members of the PAMB members on their duties and regarding the provisions of the responsibilities in the fulfillment of the Vision and Mission of the PA	To familiarized and to provide deeper understanding in the Committed and self-rel operation and management of members of the Board the protected area	To assess the management MEA Report/ Enhanced strategies in Apo Reef Natural management strategis in Park		To harmonize the operation of ARNP with the operation of LGU	embrs and ies of
	CAPACITY BIII DING	(TITLE/SUBJECT)	Orientation on ENIPAS Act	Updating of Manual of Operations of Protected Area Management Board	Management Effectiveness Assessment	Refresher course on Protected To provide planning skills to Area Planning (PAMP, members of the Board Ecotourism, Finance Plan etc.)	Updating of Memorandum of Agreement with the Local Government Unit/ Orientation of LGU Code	To expose PAMB Mc Cross Visit to Other Protected PAMO Staff to other Areas adifferent PAs different PAs

# DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

## Gp Gp

MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

FY 2023-2033

		APO	APO REEF NATURAL PARK	IRAL PARK								
			TAR	TARGET LEARNERS	ERS			SCHE	SCHEDULE			
CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	NO.	OFFICE/S	POSITIONS	2023 2024	2025 2026	2027	2028 2029 2030	30 2031 2032	2 2033	BUDGET (PhP)
Refresher course on IRR of ENIPAS	To refresh personnel on the salient features of ENIPAS Act implement the IRR of ENIPAS	Personnel who can well - implement the IRR of ENIPAS	25 F	ARNP PAMO/ LGU Sablayan	PASU, Park Rangers, CEPA Staff							250,000.00
Refresher course on Protected Area Planning (PAMP, Ecotourism, Finance Plan etc.)	To refamiliarize the PAMO in the updating of the management plan in 2031	Updated PAMP of ARNP	က	ARNP	PASu, Admin Staff, Technical Staff							18,000.00
To be able to determine the Workshop on Environmental Impact Assessment impact of ecotourism activities Impact Assessment Reportt in the biodiversity of ARNP	To be able to determine the timpact of ecotourism activities in the biodiversity of ARNP	Impact Assessment Reportt	2	ARNP PAMO	PASU, Technical Staff							12,000.00
Workshop on the Dilineation and Management Zoning of Protected Area	To prepare for the updating of management Zone management Zone a component of PAMP	Updated Management Zone	2	ARNP	PASU, Technical Staff							12,000.00
Capacityy 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

			TARGET LEARNERS	ARNERS		SCH	SCHEDULE		
CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	NO. OFFICE/S	POSITIONS	2023 2024 2025 2026	2027	2028 2029 2030 2031	2032 2033	BUDGET (PhP)
Capacity Building on Coral Ref Aassessment, Fish Visual Census and Bird Census,	To improve the capacity of PAMO in monitoring of resources	Capacitated PAMO Staff	ARNP PAMO/ LGU Sablayan	ARNP Park PAMO/ LGU Rangers, Sablayan Staff					600,000.00
Training on Basic Photography, videography and To capacite PAMO Staff on CEPA Materials Writing video deives	To capacite PAMO Staff on using available photo and video deives	Better quality of photo and video documentation	ARNP PAMO/ LGI Sablayan	ARNP Rangers, PAMO/ LGU Technical Sablayan Staff					160,000.00
Learning event on environmental guidelines for To refresh and review Staff on Capacitated Staff and sustainable tourism ecotourism activities	To refresh and review Staff on guidelines for sustainable tourism	Capacitated Staff and decreased pressure from ecotourism activities	ARNP PAMO/LGI Sablayan	ARNP Park PAMO/ LGU Rangers, Sablayan Staff					160,000.00
Workshop on Valuation of Resources in Protected Areas	To be able to determine the vali Valuation Report	Valuation Report	ARNP 3 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	ARNP PAMO/LGI Sablayan	ARNP Park PAMO/ LGU Rangers, Technical Sablayan Staff					160,000.00
Orientation on the Fisheries Code(RA 8550)	To mainstream the law enforcement of BFAR with PAMO staff well-capacitated of TF MARLEN with Fidheries Code	PAMO staff well-capacitated with Fidheries Code	ARNP PAMO/ LG Sablayan	ARNP Rangers, PAMO/ LGU Technical Sablayan Staff					160,000.00

## 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

applica portion	ble and ENCIRCLE the numbe s.	r/s corresponding to y	our answer. Spell o	out unique	acrony	ms. Do not lea	ve any blank
Submit	this accomplished questionnaire	e on or before	a	nt			•
A. Ba	sic Profile of Responde	ent					
A1.	Name of the respondent:						
	Jobelle M. Cruzado						
A2.	Sex:			Α	3.	Age:	
	1. Male	(2.) Fen	nale			33	
A4.	Contact details:						
	Mobile Number: 09399301348	3	Email Address: jr	mcruzado@	gmail.	com	
A5.	Bureau/Office/Protected Area						
	NEDA MIMAROPA						
A6.	Position/Designation:						
	Supervising Economic Devel	opment Specialist					
A7.	Employment Status:						
	1.) Regular/permanent	2. Contractual	3. Casual	4. Othe	rs (ple	ase specify): _	
A8.	8.1 Length of Service in the DE	ENR:					
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10	0 years		<b>4.</b> Mo	re than 10 years
	8.2 Length of Experience in PA	management (multiple					
	1. Name of PA:	2. Position / Involve	ement 3. Agenc	y/Office/Or	ganıza	tion 4. No.	of years
	None						
A9.	Educational Background:  1. Undergraduate Course:				5.	Name of school	lluniversity:
	BS Agribusiness Managemen	t			UPLI		maniversity.
	2. Graduate Course (MA/PhD	):					
	Masters in Fisheries Scien				Puky	ong National U	niversity
	3. Field/s of specialization:						
	Project development, inves	stment programming, s	trategic planning				
A10.	Relevant PA-related Training	s Attended (in the last				Τ	
	Name of Tra	aining	International or Local	Provide Organiz		Dates Attended	No. of training hours
	NA						

Use additional sheets if necessary.	L	 L	

## 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  $\boldsymbol{X}$  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  $\boldsymbol{X}$  mark on the appropriate column.

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

В3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution			х			
ii)	Provisions of the Local Government Code (RA 7160) relevant			Х			
kk)	to environmental planning and management  Environmental functions devolved to local government units under Section 17 of the Local Government Code			Х			
II)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			Х			
mm)	Revised Forestry Code (PD 705)			Х			
nn)	Wildlife Act (RA 9147)			Х			
00)	Cave Act (RA 9072)			Х			
pp)	National Policy on Biodiversity (EO 578)			X			
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)			Х			
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005			х			
ss)	Philippine Mining Act (RA 7942)			Х			
tt)	Clean Air Act (RA 8749)			Х			
uu)	Clean Water Act (RA 9275)			X			
vv)	Climate Change Act (RA 9729)			Х			
ww)	DRRM Act (RA 10121)			Х			
xx)	Fisheries Code(RA 8550)		X				
уу)	Ecological Solid Waste Management Act of 2000 (RA 9003)		X				
zz)	Integrated Coastal Management Policy (EO 533)			Х			
aaa)	Philippine Environmental Impact Statement System (PD 1586)		X				
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)		Х				
ccc)	Philippine Development Plan 2017-2022			Х			
ddd)	Ramsar Convention on Wetlands of International Importance			Х			
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)			х			
fff)	Convention on Biological Diversity (CBD)			Х			
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.

C1.	Preferred Training/Learning Methods: (select 3)		
	Lecture / Discussion with Open Forum  Workshop with Deliverables Case Analysis Cross / site visit Conference / Summit	6. 7.	
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.) 7 8. 9.	Non-government organizations Invited experts Academe 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 In-house: Field Hotel + accommodation 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) Relevant equipment Endorsement / Coordination with concerned offices Budgetary Requirements (if selected, specify source)	5.	Others:

D. Suggestions for	or the Enhancement	of Capacities	for Protected Areas
--------------------	--------------------	---------------	---------------------

D1	What other competencies do you and the effective management of	think are needed by the DENR staff to be effective in the conservation of biodiversity protected areas?
	Managing meetings, identification	of agenda, TA facilitation
D2	What types of assistance do you think	are needed to enhance the capacities of your organization/agency:
	Activity/Task	Assistance Needed
	Review of Projects	Project Appraisal Training
Tha	ank you for agreeing to answer this su	rvey form.
All the	personal information and responses of DataPrivacy Act of the Philippines.	collected thru this survey will be treated with confidentiality in compliance with RA 10173 or
Da	te Accomplished: August 03, 2022	
Sig	gnature 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.

on

or

before

questionnaire

Submit

this

accomplished

A1.	Name of the respondent:	7116	301-7				
	DAVID N. DAVID	)		The state of the s			-
A2.	Sex:				A3.	Age:	
-	♠ Male	2. Fema	le			46	
A4.	Contact details:						
-	Mobile Number: 091776	79398	Email Address:	ddavid	Jou	ouf. org.	ph
A5.	Bureau/Office/Protected Area:						
	Kabang Kalikasan	ng Pilipinas +	oundation	Inc. a.	k.a.	WWF-	Philippines
A6.	Position/Designation:						The state of the s
	Project Site Mana	act for Minde	xo, Sustai	nable-	Tuna	Partner	ship 2 (STIP2)
A7.	Employment Status:						
	Regular/permanent	2. Contractual	3. Casual	4 Othe	ers (plea	ise specify): 🛚	roject based.
A8.	8.1 Length of Service in the DE	NR: NA					
	1. Less than 1 year	2. 1 to 5 years		10 years			re than 10 years
	8.2 Length of Experience in PA  1. Name of PA:	management (multiple e					
	I. Name of FA.	2. Position / Involvem	ent 3. Agen	cy/Office/O	rganizat	ion 4. No.	of years
	ARNP	ARNA PAMB me	mber WWF	-Philip	oines	Less H	nan lyeor.
	·			- Louis	y ive	077	ion join
					***************************************		
A9.	Educational Background:						
no.	1. Undergraduate Course:				5. N	lame of schoo	l/university:
	Bachelor's Deg	ree in Bioli	<b>29</b> U			ol Unive	, ,
	2. Graduate Course (MA/PhD)		<u>J</u>		1210	or unu	751 ly
	3. Field/s of specialization:	till dille, miller piller projet have deller men som men com men sylver deller beste cycle cycle cycle cycle mille	1			affect were people affect affect with which during some survey of	White the state of the same began some days of the same same
	Biology, CRM, F	Tisheries Man	apment	-			
A10.	Relevant PA-related Trainings		J		<u> </u>	-	
			International	Provid	~ u l	Datas	No. of the late
	Name of Tra	ining	or Local	Organi		Dates Attended	No. of training hours

None		
		and the second s
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  $\boldsymbol{X}$  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  $\boldsymbol{X}$  mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
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	1		5
b)	Management Plans and Management Zones (Sec 8-9)			X			2
c)	PAMB Operationalization (Sec 10-11)						1
d)	Environmental Impact Assessment (EIA) (Sec 12)	******************		X			1
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)						1
f)	Integrated Protected Area Fund (IPAF) (Sec 16)			A 1,10 March 10 March			<b>-</b>
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)						
h)	Tenured Migrants and PACBRMA (Sec 23)	Acres Automobile Acres and and					<b>†</b>
i)	Facilities within PA (Sec 24)		X				3
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)		1	X			Tú
k)	Local Government Units (Sec 26)						1-1-
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
1)	Protected Area Suitability Assessment (PASA)	and the state of t					1
m)	Protected Area Management Plan and PAMB Manual of Operations				X		2
n)	Delineation / Demarcation of Protected Areas						
0)	Biodiversity Monitoring System (BMS)			X			14
p)	Biodiversity Assessment and Monitoring System (BMS)	*************		X			15
q)	Communication, Education and Public Awareness (CEPA)			X	-		3
r)	Survey of Protected Area Occupants (SRPAO)	Committee of the Commit					1
s)	Formulation of PA Bills				1		1

t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)		T	1		I	T
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	***************************************			X		1
v)	SAPA process						<b>+-</b>
w)	PACBRMA process			1			
x)	Permit issuances		1	1			-
y)	Ecotourism		1				
z)	ASEAN Heritage Park (AHP) Process		-	-			1
aa)	World Heritage Site (WHS) Process		1	1			1
bb)	Caves and cave management			1	1		
cc)	Inland wetland profiling and management						<del> </del>
dd)	Wildlife management		1	1			<b>-</b>
ee)	Research and Special Projects		-	1	1	İ	
ff)	Ecosystem Valuation Study		1	1	1		<b>—</b>
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs			-	1	<del> </del>	-
hh)	Revenue Sharing between PA and LGUs				-	-	-
В3	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						
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
11)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)						
mm)	Revised Forestry Code (PD 705)				1		1
nn)	Wildlife Act (RA 9147)		-	1			
00)	Cave Act (RA 9072)						
pp)	National Policy on Biodiversity (EO 578)						
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)		1	1		1	
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005						
ss)	Philippine Mining Act (RA 7942)			1			
tt)	Clean Air Act (RA 8749)					1	
uu)	Clean Water Act (RA 9275)	***************************************	1	1	1	1	
vv)	Climate Change Act (RA 9729)			1			
ww)	DRRM Act (RA 10121)			1		<u> </u>	1
XX)	Fisheries Code(RA 8550)	C (www.exp.or.	X			<u> </u>	3
уу)	Ecological Solid Waste Management Act of 2000 (RA 9003)	-	1		<u> </u>	<b></b>	1-/
ZZ)	Integrated Coastal Management Policy (EO 533)		<del></del>	1	<del> </del>		-
aaa)	Philippine Environmental Impact Statement System (PD 1586)		1		<u> </u>	1	<del> </del>
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)	***************************************	X				4
ccc)	Philippine Development Plan 2017-2022	***************************************	1	1			
ddd)	Ramsar Convention on Wetlands of International Importance		<del>                                     </del>	-	+		+
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)	***************************************		×			5
fff)	Convention on Biological Diversity (CBD)		1	1			+
999)	17 Sustainable Development Goals (SDGs)	*****************	-	-	1		

## 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.

C1.	Preferred Training/Learning Methods: (select 3)	
	Lecture / Discussion with Open Forum Workshop with Deliverables	Practicum / Practical exercises     Others:
	3 Case Analysis 4. Cross / site visit	
	(5) Conference / Summit	

	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: 4. DENR Central Office: 5. Other Regions	€€; •••••••••••••••••••••••••••••••••••	Non-government organizations Invited experts Academe Others:
C3.	Preferred Facilitators: (select 2)		
	In-house: Region 2. In-house: Field 3. HRD	4.	Others:
C4.	Preferred Venue: (select 2)		
	In-house: Office In-house: Field In-house: Field In-house: Field In-house: Field In-house: Office	5.	Others:
C5.	Frequency of Trainings (select 1)		
	Once a year Twice a year 3. Every two years 4. Every three years	5.	Others:
C6.	Logistics and Requirements: (select 3)		
	Training/ Reference Materials (printed/digital) Relevant equipment Endorsement / Coordination with concerned offices Budgetary Requirements (it selected, specify source)	5.	Others:
D1	ggestions for the Enhancement of Capacities for Protected Areas  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 Resortes Valuation Training 2. Training on Community-based improve the life of the hos	g. Eco t con	hourism that can nounities.
D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:		
	Activity/Task Assistance Needed		
	Orientation New Jupdated policies with regards to PAs.		
		CONTRACTOR CONTRACTOR CONTRACTOR	

Preferred Resource Persons: (select 4)

C2.

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

Signature over printed name:

Page 5 of 5

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 at	
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### A. Basic Profile of Respondent

A1.	Name of the respondent:				
	Apolonia Marie Grace C. Di	amante			
A2.	Sex:			A3.	Age:
	1. Male	2. Female			46
A4.	Contact details:				
	Mobile Number: 0991754719	76 Ema	il Address: grace_c_	_diamante@	mbcfi.org.ph
A5.	Bureau/Office/Protected Area	1;			
	Mindoro Biodiversity Conse	rvation Foundation Inc.			
A6.	Position/Designation:				
	Executive Director				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual 3.	Casual 4.	Others (pleas	se specify): _NGO
A8.	8.1 Length of Service in the D	ENR:			
	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	A management (multiple entrie	s allowed; relevant of	experience o	inly
	1. Name of PA:	2. Position / Involvement	3. Agency/Office	e/Organizatio	on 4. No. of years
	MCWS	PAMB Member	MBCFI		
	ARNP	PAMB Member	MBCFI		
	NLNP	PAMB Member	MBCFI		
	MIBNP	PAMB Member	MBCFI		
A9.	Educational Background:				
	1. Undergraduate Course:			5. Na	ame of school/university:
	Bachelor of Science, Comme	erce Major		Divine	Word College of Calapan
	2. Graduate Course (MA/PhD	0):			
	UPOU – units earned 3. Field/s of specialization: 1	-Least, 5-Most		UP Op	en University
	Overall and Project Manager Financial Planning and Budg Relationship Management ar Environment and Social Wel	eting: 4 nd Networking: 4			

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		
	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.	1		

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

4 = excellent

**3** = good

**2** = fair

1 = poor

0 = none

	Topics	4	3	2	1	0	Level of Priority
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					
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				1
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
I)	Protected Area Suitability Assessment (PASA)	X					X
m)	Protected Area Management Plan and PAMB Manual of Operations	Χ					
n)	Delineation / Demarcation of Protected Areas		X				
0)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)	Χ					
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)	Χ					
v)	SAPA process		X				
w)	PACBRMA process			X			X
x)	Permit issuances			X			
у)	Ecotourism	X					
z)	ASEAN Heritage Park (AHP) Process			X			X
aa)	World Heritage Site (WHS) Process			X			

bb)	Caves and cave management		T	Γ	X		T
cc)	Inland wetland profiling and management			X	1 · · ·		
dd)	Wildlife management			X			1
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			<del>                                     </del>
hh)	Revenue Sharing between PA and LGUs			X			
В3	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		Х				
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
II)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)	Χ					X
00)	Cave Act (RA 9072)			X			
pp)	National Policy on Biodiversity (EO 578)	Χ					
99)	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			
уу)	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)		Х				
ccc)	Philippine Development Plan 2017-2022	Χ					
ddd)	Ramsar Convention on Wetlands of International Importance		X				Х
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		Х				
fff)	Convention on Biological Diversity (CBD)		X				
ggg)	17 Sustainable Development Goals (SDGs)	Χ					

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:
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: In-house: DENR Central Experts on related field outside the DENR
C4.	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)	
	Once a year     Twice a year	5. Others:
	Every two years     Every three years	
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) Regular budget or through IPAF if available	5. Others:

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

	cies identification – flora and fauna fessional Certificate: Protected Areas for PASu
Prof	fessional Certificate: Protected Areas for PASu
Bey	ond knowing the basics of Management Planning, PASu and Technical staff need to know how to write the management
plan	
Pres	sentation skills to forum and other large engagements

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

mgrosico 2.

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

applica portion	able and ENCIRCLE the numbers.	er/s corresponding to yo	our answer. Spell o	ut unique acro	onyms. Do n	ot leave any blank	(
Submi	t this accomplished questionnai	e on or before	a	t		-	
A. Ba	asic Profile of Respond	ent					
A1.	Name of the respondent:						
	John Paul Aristotle C	Ramos					
A2.	Sex:			A3.	Age:		
	1. Male	2. Fem	ale		35		
A4.	Contact details:						
	Mobile Number: 0915623	37082	Email Address: j	cramos1@a	alum.up.ed	du.ph	
A5.	Bureau/Office/Protected Area	<b>a</b> :					
	Provincial Planning and Development Office, Provincial Government of Occidental Mindoro						
A6.	Position/Designation:						
	Planning Officer IV						
A7.	Employment Status:						
	1.) Regular/permanent	2. Contractual	3. Casual	4. Others (	please speci	ify):	
A8.	8.1 Length of Service in the D	FNR:					
Au.	1. Less than 1 year	2.) 1 to 5 years	3. 5 to 10	) years	4.	. More than 10 ye	ars
	8.2 Length of Experience in P					,	
					. No. of years		
	Apo Reef Natural Park	PAMB Member Provincial Planning and Provincial Gove		ning and Develop cial Government	Development Office 5 rnment		
						when	
				·			
A9.	Educational Background:						
	1. Undergraduate Course:					school/university:	
	Bachelor of Science				Iniversity of	of the Philippine	es
	2. Graduate Course (MA/Phi	D):		L	os Banos	(UPLB)	
				_  _			
	3. Field/s of specialization:						
A10.	Relevant PA-related Trainings Attended (in the last 3 years):						
	Name of T		International or Local	Provider/ Organizer	Date Atten		
	See additional s	heet for A10					
		annonem de la companya de la company					

Use additional sheets if necessary.	L	 	

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

4 = excellent

**3** = good

**2** = fair

1 = poor

0 = none

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

Вз	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			Х			
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management			Х			
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code			Х			
II)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)			Х			
00)	Cave Act (RA 9072)					Х	
pp)	National Policy on Biodiversity (EO 578)				Х		
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)				Х		
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005					Х	
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)			Х			
xx)	Fisheries Code(RA 8550)			X			
уу)	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)					Х	Х
ccc)	Philippine Development Plan 2017-2022			Х			
ddd)	Ramsar Convention on Wetlands of International Importance					Х	Х
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)					Х	Х
fff)	Convention on Biological Diversity (CBD)					Х	
ggg)	17 Sustainable Development Goals (SDGs)		X				

C1.	Preferred Training/Learning Methods: (select 3)		
	<ol> <li>Lecture / Discussion with Open Forum</li> <li>Workshop with Deliverables</li> <li>Case Analysis</li> <li>Cross / site visit</li> <li>Conference / Summit</li> </ol>	6. 7.	Practicum / Practical exercises Others:
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) (7) (8) 9.	Non-government organizations Invited experts Academe 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:

	April 6000 Alles dess dates desse sectes sec	
	tillet soch most kinnt schinzens kein eller eller eller endr and, non-major pady soch grad spär upsa mon som gang genet delen legar etter kom ett	
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	1	
2	What types of assistance do you think	care needed to enhance the capacities of your organization/agency:
	Activity/Task	Assistance Needed
- starios -		
Tha	ank you for agreeing to answer this su	irvey form.
AII	normanal information and reasonable	collected thru this survey will be treated with confidentiality in compliance with RA 10173
the	DataPrivacy Act of the Philippines.	conected that this survey will be dealed with confidentiality in compliance with RA 10175
Dat	e Accomplished: August 3, 202	22
	_	

A10	Relevant PA-related trainings Atten	ded in the last three (3) years.	) years.		
	Name of Training	International or Local	Provider/Organizer	Dates Attended	No. of training hours
	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	m
	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	ന
	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	က
	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	င
	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	င
	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	က

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

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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. Ba	asic Profile of Responde	ent			
A1.	Name of the respondent:				
	VILLANADA, KRYSTAL DA	YNE T.			
A2.	Sex:			A3.	Age:
	1. Male	2. Female	,		33
A4.	Contact details:				
	Mobile Number: +6393658347	755 Ema	il Address: krystalch	uatendido@gm	nail.com
A5.	Bureau/Office/Protected Area				
	Apo Reef Natural Park				
A6.	Position/Designation:				
	ECOMS II/ PASu				
A7.	Employment Status:				
	1. Regular/permanent	specify):			
A8.	8.1 Length of Service in the DE				
	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	Technical Staff/ Asst. PASU	DENR		2
	Apo Reef Natural Park	PASU	DENR		2.5
				···	
A9.	Educational Background:				
A9.	T			5. Nam	e of school/university:
	1. Ondergraduate Course.				ov of the Philippines I as
					y of the Philippines- Los
	2. Graduate Course (MA/PhD	):			
	Masters in Agriculture majo	r in Farming Systems			ate University- Indang
	3. Field/s of specialization:	in raining systems		Campus	
	o. 1 Islars of specialization.				
Of the Victoria					

Name of Training	Internat ional or Local	Provider <i>l</i> Organizer	Dates A	No. of training hours	
WATER QUALITY TRAINING CUM CONSULTATION WORKSHOP BACK TO BAK TECHNICAL BULLETIN ON MAINTREAMING ICM INTO CLUP ROLL OUT	LOCAL	DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)- BIODIVERSITY MANAGEMENT BUREAU	07/11/ 2022	07/16/ 2022	32
MAINSTREAMING BIODIVERSITY- FRIENDLY ENTERPRISES IN	LOCAL	DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)-	05/19/ 2022	05/20/ 2022	16

			-	AND THE RESERVE OF THE PARTY OF		
	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  GREEN FINS ROAD MAPPING WORKSHOP		DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES (DENR)- BIODIVERSITY MANAGEMENT BUREAU	04/18/ 2022	04/20/ 2022	24
			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 she	ets			L	

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

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

	Topics	4	3	2	1	0	Level of Priority
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)			Х			
b)	Management Plans and Management Zones (Sec 8-9)	Х					
c)	PAMB Operationalization (Sec 10-11)		Х				X
d)	Environmental Impact Assessment (EIA) (Sec 12)			Х			X
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)		X				Х
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)			Х			Х
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			Х			
k)	Local Government Units (Sec 26)				Х		
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
1)	Protected Area Suitability Assessment (PASA)			Х			
m)	Protected Area Management Plan and PAMB Manual of Operations	X					
n)	Delineation / Demarcation of Protected Areas		X				
0)	Biodiversity Monitoring System (BMS)		Х				
p)	Biodiversity Assessment and Monitoring System (BMS)		Х				
q)	Communication, Education and Public Awareness (CEPA)	Х					Х
r)	Survey of Protected Area Occupants (SRPAO)			Х			
s)	Formulation of PA Bills			Х			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	Χ					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)		х				Х
v)	SAPA process			Х			
w)	PACBRMA process			Х			

(x)	Permit issuances		Х	T	T	I	T
y)	Ecotourism		X				X
z)	ASEAN Heritage Park (AHP) Process			X			X
aa)	World Heritage Site (WHS) Process		<u> </u>		X		<del>                                     </del>
bb)	Caves and cave management			Х			
cc)	Inland wetland profiling and management			X			<b>—</b>
dd)	Wildlife management			X	<b></b>		<del> </del>
ee)	Research and Special Projects		Х				+
ff)	Ecosystem Valuation Study			X		<u> </u>	X
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs		Х				1
hh)	Revenue Sharing between PA and LGUs		Х			<b> </b>	
В3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution				Х		1
",	relevant to environmental management				^		
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management				Х		
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code				Х		
II)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			
mm)	Revised Forestry Code (PD 705)			Х			
nn)	Wildlife Act (RA 9147)		Х				X
00)	Cave Act (RA 9072)		Х				
pp)	National Policy on Biodiversity (EO 578)			Х			X
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)				Х		
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005				Х		х
ss)	Philippine Mining Act (RA 7942)				Х		
tt)	Clean Air Act (RA 8749)			Х			
uu)	Clean Water Act (RA 9275)			Х			
vv)	Climate Change Act (RA 9729)			Х			Х
ww)	DRRM Act (RA 10121)				Х		
xx)	Fisheries Code(RA 8550)				Х		
уу)	Ecological Solid Waste Management Act of 2000 (RA 9003)		Х				
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)			Х			
ccc)	Philippine Development Plan 2017-2022			Х			
ddd)	Ramsar Convention on Wetlands of International Importance			Х			
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)			Х			
fff)	Convention on Biological Diversity (CBD)			Х			
ggg)	17 Sustainable Development Goals (SDGs)			X			1

selling.	Take note of the unravallable resources in your respec	ctive offices.
C1.	Preferred Training/Learning Methods: (select 3)	
	1. Lecture / Discussion with Open Forum Workshop with Deliverables Case Analysis Cross / site visit Conference / Summit	7. Others:
C2.	Preferred Resource Persons: (select 4)	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: 4. DENR Central Office: 5. Other Regions	Non-government organizations Invited experts Academe Others:
C3.	Preferred Facilitators: (select 2)	
	1) In-house: Region In-house: Field 3) HRD	4. Others:
C4.	Preferred Venue: (select 2)	
	1. In-house: Office In-house: Field	5. Others:

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

What types of assistance do you think are needed to enhance the capacities of your organization/agency:						
Activity/Task	Assistance Needed  Technical Assistance, Equipment, Training					
Refresher and Practicum on BMS and BMS						
Law Enforcement	Training on Apprehension and filing of cases/ provision opf 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					
	Activity/Task  Refresher and Practicum on BMS and BMS  Law Enforcement  Ecotourism and Community Participation					

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 J. VILLANADA

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	No. 2 and 1000,000 from 5000 ones (1000 from 1000 from 1	
A. Basic Profile of Respondent			

<b>A1.</b>	Name of the respondent:							
	FERNANDO L. ADVINCULA	JR.						
A2.	Sex:				A3.	Age:		
		2. Fema	le			61		
A4.	Contact details:							
	Mobile Number: 0967-346-373	39	Email Addres	38:				
<b>45.</b>	Bureau/Office/Protected Area							
	APO REEF NATURAL PARK							
A6.	Position/Designation:							
	FOREST TECHNICIAN II							
A7.	Employment Status:			•				
	Regular/permanent	2. Contractual	3. Casual	4. (	Others (ple	ease specify): _		
A8.	8.1 Length of Service in the DE	NR:						
	1. Less than 1 year	2. 1 to 5 years		to 10 years			re than 10 years	
	8.2 Length of Experience in PA						,	
	1. Name of PA:	2. Position / Involvem	nent 3. A	gency/Office	e/Organiza	ation 4. No.	of years	
	APO REEF NATURAL PARK	CLERK II	D	DENR-CPPAP-ARNP ARNP-PAMO			5 years 12 years	
	APO REEF NATURAL PARK	PARK RANGER	A					
	APO REEF NATURAL PARK	FOREST TECHNICIA	N II A	RNP-PAMO	***************************************	7 y	ears	
A9.	Educational Background:							
	Undergraduate Course:     BS COMMERCE					Name of schoo	olluniversity: LEGE OF CALAPA	
	2. Graduate Course (MA/PhD)	):						
	o Field of the limit							
	3. Field/s of specialization:							
A10.	Relevant PA-related Trainings	s Attended (in the last 3	years):					
	Name of Tra	ining	Internation or Local		vider/ anizer	Dates Attended	No. of training hours	
	ORIENTATION ON THE IM		LOCAL	ARNI	P-PAMO	11/11/2020	8 hours	
	ONLINE LECTURE ON	BAMS AND BMS	LOCAL	DEN	IR-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.	L	L	L	

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

4 = excellent

3 = good

**2** = fair

1 = poor

0 = none

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

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

C1.	Preferred Training/Learning Methods: (select 3)	
	Lecture / Discussion with Open Forum  Workshop with Deliverables Case Analysis Cross / site visit Conference / Summit	7. Others:
C2.	Preferred Resource Persons: (select 4)	
	In-house: Region In-house: Field Concerned Bureaus:  DENR Central Office:  5. Other Regions	Non-government organizations 7. Invited experts Academe 9. Others:
C3.	Preferred Facilitators: (select 2)	
	In-house: Region In-house: Field 3. HRD	4. Others:
C4.	Preferred Venue: (select 2)	
	In-house: Office In-house: Field Hotel + accommodation	5. Others:

C5.	4. Virtual platform Frequency of Trainings (select 1)		
<b>.</b>	① Once a year 2. Twice a year 3. Every two years 4. Every three years	5.	Others:
C6.	Logistics and Requirements: (select 3)		
	Training/ Reference Materials (printed/digital) Relevant equipment Endorsement / Coordination with concerned offices 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?		
	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 Commi			
	masigurado na maayos ang pakikitungo ng empleyado sa mga kliyente at pati na rin sa mga nahuhuli nitong lumalabag sa		
	<u>batas.</u>		

Activity/Task	Assistance Needed					
Lecture/Training on Environmental Laws and Effective Law Enforcement	PONDO AT <i>SPEAKER O TRAINOR</i> NA MALAWAK NA ANG KARANASAN SA MGA PAKSANG ITO					
Values Training	1 AROANG 110					

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:		
	0.00	
	Jamely gr.	
Signature over printed name.	FERNANDO I ADVINCUIA	

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: ROBERTO P. BERINGUELA A2. A3. Age: (1) Male 2. Female 46 Contact details: A4. Mobile Number: 09053352506 Email Address: robertberinguela@gmail.com Bureau/Office/Protected Area: A5. APO REEF NATURAL PARK - PROTECTED AREA MANAGEMENT OFFICE (ARNP-PAMO) Position/Designation: PARK MAINTENANCE FOREMAN A7. **Employment Status:** 1 Regular/permanent 2. Contractual Casual 4. Others (please specify): A8. 8.1 Length of Service in the DENR: 1. Less than 1 year 5 to 10 years More than 10 years 1 to 5 years 8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only 1. Name of PA: 2. Position / Involvement Agency/Office/Organization No. of years PARK MAINTENANCE APO REEF NATURAL PARK ARNP-PAMO 7 **FOREMAN** APO REEF NATURAL PARK PARK RANGER (COS) ARNP-PAMO 4 A9. 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: Relevant PA-related Trainings Attended (in the last 3 years) A10. Drawiday

Name of Training	or Local	Organizer	Attended	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

	DENR-BMB	to 10/29/2020	36 hours
LOCAL	UPLB	09/17/2020 to 09/18/2020	16 hours
	LOCAL	LOCAL UPLB	LOCAL UPLB to

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

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

	Topics	4	3	2	1	0	Level of Priority
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)				Х		
b)	Management Plans and Management Zones (Sec 8-9)			X			
c)	PAMB Operationalization (Sec 10-11)				Х		
d)	Environmental Impact Assessment (EIA) (Sec 12)				X		
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				Х		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)			X			X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				Х		Х
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)			Х			X
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		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
1)	Protected Area Suitability Assessment (PASA)				Х		
m)	Protected Area Management Plan and PAMB Manual of Operations				Х		Х
n)	Delineation / Demarcation of Protected Areas				Х		
0)	Biodiversity Monitoring System (BMS)			Х			Х
p)	Biodiversity Assessment and Monitoring System (BMS)			Х			Х
q)	Communication, Education and Public Awareness (CEPA)				Х		
г)	Survey of Protected Area Occupants (SRPAO)				X		
s)	Formulation of PA Bills			Х			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)				X		
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)				X		
v)	SAPA process					Х	
w)	PACBRMA process					X	
x)	Permit issuances			X			X
y)	Ecotourism				X		
z)	ASEAN Heritage Park (AHP) Process					Х	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management					Х	
cc)	Inland wetland profiling and management					X	
dd)	Wildlife management				X		X
ee)	Research and Special Projects					X	
ff)	Ecosystem Valuation Study				X		1
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs					Х	
hh)	Revenue Sharing between PA and LGUs				Х		

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

C1.	Preferred Training/Learning Methods: (select 3)		
	<ul> <li>Lecture / Discussion with Open Forum</li> <li>Workshop with Deliverables</li> <li>Case Analysis</li> <li>Cross / site visit</li> <li>Conference / Summit</li> </ul>	<b>⑤</b> 7.	Practicum / Practical exercises Others:
C2.	Preferred Resource Persons: (select 4)		
	In-house: Region In-house: Field Concerned Bureaus: DENR Central Office: Other Regions	<b>60</b>	Non-government organizations Invited experts Academe Others:
C3.	Preferred Facilitators: (select 2)		
	In-house: Region In-house: Field 3. HRD	4.	Others:
C4.	Preferred Venue: (select 2)		
	1. In-house: Office In-house: Field Hotel + accommodation Virtual platform	5.	Others:
C5.	Frequency of Trainings (select 1)		
	Once a year     Twice a year     Every two years     Every three years	<b>⑤</b>	Others: Four times a year
C6.	Logistics and Requirements: (select 3)		
	Training/ Reference Materials (printed/digital) Relevant equipment  Endorsement / Coordination with concerned offices Budgetary Requirements (if selected, specify source) GAA FUND	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?
	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 training 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 SCUBA diving gawa nang kakaunti lamang ang nakakasama sa mga
	monitoring activities kung saan kinakailangang sumisid ng matagal 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.

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	Kinakailangan ng practical training na pinangungunahan ng mga eksperto o siyentipiko						
		Tulong sa paggawa ng plano sa pagpapatrol mula sa mga may sapat na karanasan						
	Law Enforcement	Pondo para sa mga mas magandang gamit o sasakyang pandagat sa pagpapatrolya						
	Ekoturismo	Pondo para sa pagkuha ng lisensya ng empleyado ng PA sa SCUBA diving, kasama na rito ang pagkuha ng mas mataas na sertipikasyon ng mga Rescue Diver						
~								

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:	MARKATAN INI NIN NIN NIN NIN NIN NIN NIN NIN N	
	0	
Signature over printed name:	ROBERTO P. BERINGUELA	

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.

1.	Name of the respondent:		T Proposition of the second		
	ODELON I. DANGEROS				
A2.	Sex:			<b>\3.</b> Ag	е:
		2. Female		55	
A4.	Contact details:				
	Mobile Number: 0906-914-38	82 Ema	il Address: odelondang	eros@gmai	.com
45.	Bureau/Office/Protected Area	:			
	APO REEF NATURAL PARK				
A6.	Position/Designation:				
	FOREST TECHNICIAN II				
A7.	Employment Status:				
	Regular/permanent	2. Contractual 3.	Casual 4. Othe	rs (please	specify):
A8.	8.1 Length of Service in the DE	ENR:			
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years		More than 10 years
	8.2 Length of Experience in PA				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Or	ganization	4. No. of years
	APO REEF NATURAL PARK	FOREST TECHNICIAN II/	ARNP-PAMO		18 YRS
		PARK RANGER			
		-			
	Educational Background:  1. Undergraduate Course:			5. Nam	e of school/university:
A9.	BEed/BSBA				DE SAN SEBASTIAN
A9.	DEGGIDODI				
A9.		1.			
A9.	2. Graduate Course (MA/PhD	):			

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.				

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

	Topics	4	3	2	1	0	Level of Priority
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)			Х			
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)			Х			4
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)				X		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)		Х				3
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)		Х				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)			Х			
k)	Local Government Units (Sec 26)			Х			
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
1)	Protected Area Suitability Assessment (PASA)			Х			
m)	Protected Area Management Plan and PAMB Manual of Operations		Х				
n)	Delineation / Demarcation of Protected Areas		Х				1
0)	Biodiversity Monitoring System (BMS)	X					2
p)	Biodiversity Assessment and Monitoring System (BMS)	Χ					
q)	Communication, Education and Public Awareness (CEPA)		X				3
r)	Survey of Protected Area Occupants (SRPAO)			Х			
s)	Formulation of PA Bills			Х			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			Х			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)			х			4
v)	SAPA process			Х			
w)	PACBRMA process				Х		
x)	Permit issuances			X			

y)	Ecotourism		Х	T		I	3
z)	ASEAN Heritage Park (AHP) Process			Х			
aa)	World Heritage Site (WHS) Process					X	1
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				
В3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution		х				
11)	relevant to environmental management		^				
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management		Х				
Lik	Environmental functions devolved to local government units		X				1
kk)	under Section 17 of the Local Government Code		^				1
II)	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
00)	Cave Act (RA 9072)				Х		
pp)	National Policy on Biodiversity (EO 578)		Х				
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)		Х				
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005		Х				
ss)	Philippine Mining Act (RA 7942)			Х			
tt)	Clean Air Act (RA 8749)		Х				
uu)	Clean Water Act (RA 9275)		Х				
vv)	Climate Change Act (RA 9729)		Х				
ww)	DRRM Act (RA 10121)			X			
xx)	Fisheries Code(RA 8550)	X					2
уу)	Ecological Solid Waste Management Act of 2000 (RA 9003)		Х				
zz)	Integrated Coastal Management Policy (EO 533)		Х				
aaa)	Philippine Environmental Impact Statement System (PD 1586)			Х			
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)		х				
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)		х				4
fff)	Convention on Biological Diversity (CBD)			X			5
ggg)	17 Sustainable Development Goals (SDGs)				Х		

C1.	Preferred Training/Learning Methods: (select 3)	
	Lecture / Discussion with Open Forum  Workshop with Deliverables Case Analysis Cross / site visit Conference / Summit	7. Others:
C2.	Preferred Resource Persons: (select 4)	
	In-house: Region In-house: Field Concerned Bureaus:  DENR Central Office:  Other Regions	Non-government organizations Invited experts 8. Academe 9. Others:
C3.	Preferred Facilitators: (select 2)	
	In-house: Region In-house: Field HRD	4. Others:
C4.	Preferred Venue: (select 2)	
	In-house: Office In-house: Field Hotel + accommodation	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)		
	Training/ Reference Materials (printed/digital) Relevant equipment 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?			
	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. Furhermore, the knowledge of personnel in existing and innovative CEPAS should be improved. This may be			
	used to lessen illegal fishing activities within the MPAs.			

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			
		TECHNICAL ASSISTANCE IN COORDINATING LINKAGING WITH OTHER AGENCIES,			
	CEPA	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:	d long represents, advanced come specificate passe plantation relativistics represent the specific represents the company of t	
	Charles .	
Signature over printed name:	ODELON I. DANGEROS	

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	a	t
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#### A. Basic Profile of Respondent Name of the respondent: EFRAIM Z. PAGADOR A2. Sex: A3. Age: Male (1) 2. Female 49 Contact details: A4. Mobile Number: 09654886149 Email Address: pagadorefraim71@gmail.com A5. Bureau/Office/Protected Area: APO REEF NATURAL PARK - PROTECTED AREA MANAGEMENT OFFICE (ARNP-PAMO) Position/Designation: FOREST RANGER Employment Status: A7. (1) Regular/permanent Contractual Casual 4. Others (please specify): A8. 8.1 Length of Service in the DENR: 3 5 to 10 years 1. Less than 1 year 1 to 5 years 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 Agency/Office/Organization 4. No. of years APO REEF NATURAL PARK FOREST RANGER ARNP-PAMO 4 ARNP-PAMO APO REEF NATURAL PARK 5 BOAT CAPTAIN (COS) A9. Educational Background: 5. Name of school/university: 1. Undergraduate Course: N/A 2. Graduate Course (MA/PhD): 3. Field/s of specialization:

A10.	Relevant PA-related Trainings Attended (in the last 3  Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	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.	Use additional sheets if necessary.							

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

4 = excellent

**3** = good

**2** = fair

1 = poor

0 = none

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

Вз	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				Х		
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management				х		
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code					х	
II)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)					Х	
mm)	Revised Forestry Code (PD 705)				X		
nn)	Wildlife Act (RA 9147)				Х		X
00)	Cave Act (RA 9072)					X	
pp)	National Policy on Biodiversity (EO 578)				X		
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)					Х	
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005				х		
ss)	Philippine Mining Act (RA 7942)				Х		
tt)	Clean Air Act (RA 8749)				X		
uu)	Clean Water Act (RA 9275)					X	Х
vv)	Climate Change Act (RA 9729)				Х		
ww)	DRRM Act (RA 10121)				X		
xx)	Fisheries Code(RA 8550)				Х		Х
уу)	Ecological Solid Waste Management Act of 2000 (RA 9003)				X		Х
zz)	Integrated Coastal Management Policy (EO 533)			Х			
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)					х	
fff)	Convention on Biological Diversity (CBD)					Х	
ggg)	17 Sustainable Development Goals (SDGs)				Х		Х

C1.	Preferred Training/Learning Methods: (select 3)		
	<ul> <li>Lecture / Discussion with Open Forum</li> <li>Workshop with Deliverables</li> <li>Case Analysis</li> <li>Cross / site visit</li> <li>Conference / Summit</li> </ul>	7.	Practicum / Practical exercises Others:
C2.	Preferred Resource Persons: (select 4)		
	In-house: Region In-house: Field Concerned Bureaus: DENR Central Office: Other Regions	9.	Non-government organizations Invited experts Academe Others:
C3.	Preferred Facilitators: (select 2)		
	In-house: Region In-house: Field 3. HRD	4.	Others:
C4.	Preferred Venue: (select 2)		
	<ol> <li>In-house: Office</li> <li>In-house: Field</li> <li>Hotel + accommodation</li> <li>Virtual platform</li> </ol>	5.	Others:
C5.	Frequency of Trainings (select 1)		
	<ol> <li>Once a year</li> <li>Twice a year</li> <li>Every two years</li> <li>Every three years</li> </ol>	5.	Others:
C6.	Logistics and Requirements: (select 3)		
	Training/ Reference Materials (printed/digital) Relevant equipment  Endorsement / Coordination with concerned offices Budgetary Requirements (if selected, specify source) GAA FUND	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?
	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 patrolling operations.
	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 monitoring activities sa mga ekosistema sa loob ng Protected Area. Kinakailangan ng tuloy-tuloy na
	training sa pagpapangalan o identification ng korales, isda, ibon, at iba pang buhay-ilang dahil ito ay importante sa pagkuha
	ng maayos na datos.

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 m eksperto o siyentipiko					
		Pondo para sa pagkuha ng lisensya ng ibang empleyado ng PA sa SCUBA diving, kasama na rito ang pagkuha ng mas mataas na sertipikasyon ng mga Rescue Diver					
		Pondo at resource person para sa training ukol sa radio communication at iba pang aspeto ng epektibong pagpapatrol					
	Law Enforcement	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:	
	Δ-
	1 de
Signature over printed name:	EFRAIM Z. PAGADOR

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	f
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### A. Basic Profile of Respondent

<b>A1.</b>	Name of the respondent:					
	ANNA RITCHELLE D. NICAN	OR				
<b>A2.</b>	Sex:			A3.	Age:	
	1. Male	2. Female /			35 yea	rs old
A4.	Contact details:					
	Mobile Number: 09175224384	Ema	il Address: <b>cheche.a</b> j	ooreef@g	mail.co	m
١5.	Bureau/Office/Protected Area:					
	DENR - APO REEF NATURA	L PARK PROTECTED AREA	MANAGEMENT OFF	ICE		
۱6.	Position/Designation:					
	SPECIAL COLLECTING AND	DISBURSING OFFICER				
A7.	Employment Status:					
	1. /Regular/permanent	2. Contractual 3.	Casual 4. Ot	hers (plea	se spec	ify):
A8.	8.1 Length of Service in the DE	NR;				
	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		s allowed; relevant ex	perience	only	
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/	Organizati	on 4	. No. of years
	APO REEF NATURAL PARK	ADMINISTRATIVE AIDE VI (CONTRACT OF SERVICE)	DENR	and the second s		4 YEARS
		ADMINISTRATIVE AIDE VI / SPECIAL COLLECTING AND DISBURSING OFFICER / POLLUTION CONTROL OFFICER	DENR			7 YEARS
49.	Educational Background:					
	1. Undergraduate Course:			5. N	ame of	school/university:
	BACHELOR OF SCIENCE IN 2. Graduate Course (MA/PhD)		CAVIT	E STAT	TE UNIVERSITY	
	3. Field/s of specialization:					
	Polovant DA related Training					

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	
	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	вмв	JUNE 28- 30, 2022	12	

BIODIVERSITY-FRIENDLY ENTERPRISES (BDFE) ROADMAPPING WORKSHOP	LOCAL	ВМВ	FEBRUAR Y 22-23, 2022	8
E-LEARNING MODULES ON THE PHILIPPINE PUBLIC-PRIVATE PARTNERSHIP PROGRAM	LOCAL	PUBLIC- PRIVATE PARTNERSHIP CENTER	FEBRUAR Y 14 – March 1, 2022	96
ORIENTATION AON THE CONDUCT AND IMPLEMENTATION OF WATER QUALITY MONITORING WITHIN NIPAS - MARINE PROTECTED AREAS (NIPAS-MPA)	LOCAL	вмв	OCTOBER 6-7, 2021	16
TOURISM LIVE INVENTORY AND STATISTICS OF TOURIST ARRIVALS (TourLISTA) WEB-BASED WORKSHOP FOR OCCIDENTAL MINDORO STAKEHOLDERS	LOCAL	рот	SEPTEMB ER 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	ВМВ	DECEMBE R 15, 2020	4
MARINE LITTER 101 WEBINAR	LOCAL	вмв	NOVEMBE R 4, 2020	8
WEBINAR SERIES ON PROTOCOL ON THE MANAGEMENT OF HUMAN-CROCODILE CONFLICT (HCC) IN THE PHILIPPINES	LOCAL	вмв	OCTOBER 27-29, 2020	24

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

	Topics	4	3	2	1	0	Level of Priority
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		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			
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
1)	Protected Area Suitability Assessment (PASA)			X			X

m)	Protected Area Management Plan and PAMB Manual of Operations		Х				
n)	Delineation / Demarcation of Protected Areas			X			X
· o)	Biodiversity Monitoring System (BMS)		Χ				
· )	Biodiversity Assessment and Monitoring System (BMS)			X			
, q)	Communication, Education and Public Awareness (CEPA)		X				-
-)	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) /		X				
	Management Effectiveness Assessment (MEA) SAPA process		^	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \			
v)	PACBRMA process			X			-
w)	Permit issuances				X		
x)	Ecotourism			X			
у)	ASEAN Heritage Park (AHP) Process		Х				
z)					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				
Вз	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution			X			
	relevant to environmental management Provisions of the Local Government Code (RA 7160) relevant						-
<u>(ii)</u>	to environmental planning and management  Environmental functions devolved to local government units			X			
kk)	under Section 17 of the Local Government Code				X		X
II)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)				X		
mm)	Revised Forestry Code (PD 705)			X			
nn)	Wildlife Act (RA 9147)		X				
00)	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		X				X
ss)	2005 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			-
	Ecological Solid Waste Management Act of 2000 (RA 9003)	X		^	-		-
yy) zz)	Integrated Coastal Management Policy (EO 533)	^		X			-
			V	^			-
aaa)	Philippine Environmental Impact Statement System (PD 1586)  Establishing the Guidelines for Ecotourism Development (EO		X				
bbb)	111)		X				X
				1 1/			X
ccc)	Philippine Development Plan 2017-2022			X			
ccc)	Philippine Development Plan 2017-2022  Ramsar Convention on Wetlands of International Importance  Convention on International Trade in Endangered Species of			X			X

fff)	Convention on Biological Diversity (CBD)		X	
ggg)	17 Sustainable Development Goals (SDGs)	X		

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.

C1.	Preferred Training/Learning Methods: (select 3)		
	<ol> <li>Lecture / Discussion with Open Forum</li> <li>Workshop with Deliverables</li> <li>Case Analysis</li> <li>Cross / site visit</li> <li>Conference / Summit</li> </ol>	6. 7.	Practicum / Practical exercises Others:
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. 7. 8. 9.	Non-government organizations Invited experts Academe Others:
C3.	Preferred Facilitators: (select 2)		
	1. In-house: Region 2. In-house: Field 3. HRD	4.	Others:
C4.	Preferred Venue: (select 2)		
	<ol> <li>In-house: Office</li> <li>In-house: Field</li> <li>Hotel + accommodation</li> <li>Virtual platform</li> </ol>	5.	Others:
C5.	Frequency of Trainings (select 1)		
	Once a year     Twice a year     Every two years     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?
	LEADERSHIP, CRITICAL THINKING, TECHNICAL WRITING

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:				
	Activity/Task	Assistance Needed			
	BAMS	TECHNICAL ASSISTANCE AND FUND			
	REPAIR AND MAINTENACE OF FACILITIES AND EQUIPMENT	FUND			
	TRAINING ON TECHNICAL WRITING	TECHNICAL ASSISTANCE AND FUND			

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:	
	atdricaron

Signature over printed name: ANNA RITCHELLE D. NICANOR

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.

A1.	Name of the respondent:					
	HUGO IGNACIO G. SALVAD	OR				
A2.	Sex:			A3.	Age:	
	① Male	2. Female			24	
A4.	Contact details:					
	Mobile Number: 09654886149	Ema	ail Address: higsal	vador@gr	mail.com	
A5.	Bureau/Office/Protected Area:					
	APO REEF NATURAL PARK	- PROTECTED AREA MANA	GEMENT OFFICE	ARNP-PA	MO)	
46.	Position/Designation:					
	CMEMP EXTENSION OFFICE	ER			***	
A7.	Employment Status:					
	1. Regular/permanent	② Contractual 3.	Casual 4.	Others (p	lease speci	fy):
A8.	8.1 Length of Service in the DE					
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 year		4.	More than 10 years
	8.2 Length of Experience in PA  1. Name of PA:	2. Position / Involvement	3. Agency/Offi			No. of years
	APO REEF NATURAL PARK	CMEMP EXTENSION OFFICER	ARNP	PAMO	and the second	2
A9.	Educational Background:			5.	Name of	school/university:
	1. Undergraduate Course:					
	BACHELOR OF SCIENCE IN	BIOLOGY			<u>IVERSITY (</u> S BAÑOS_	OF THE PHILIPPINES

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		
	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		

2. Graduate Course (MA/PhD):

3. Field/s of specialization:

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.				

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

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)				Complete Company		(select 5)
a)	PA Dis/Establishment Process (Sec 5)				Х		
)	Management Plans and Management Zones (Sec 8-9)			Χ			X
)	PAMB Operationalization (Sec 10-11)			Х			Х
)	Environmental Impact Assessment (EIA) (Sec 12)			X			
)	Ancestral Domains and Existing Rights (Sec 13 & 22)				Х		
)	Integrated Protected Area Fund (IPAF) (Sec 16)			X			X
1)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				X		X
1)	Tenured Migrants and PACBRMA (Sec 23)					X	
)	Facilities within PA (Sec 24)			X			
)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)					X	
()	Local Government Units (Sec 26)				Х		X
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
)	Protected Area Suitability Assessment (PASA)			X			
n)	Protected Area Management Plan and PAMB Manual of			Х			
",	Operations						
1)	Delineation / Demarcation of Protected Areas			X			
)	Biodiversity Monitoring System (BMS)		X				X
)	Biodiversity Assessment and Monitoring System (BMS)		X				Х
1)	Communication, Education and Public Awareness (CEPA)				X		Х
)	Survey of Protected Area Occupants (SRPAO)					X	
()	Formulation of PA Bills					Х	
)	Preparation of PAMB documents (Minutes, Resolutions, etc.)				Х		
1)	Management Effectiveness Tracking Tool (METT) /				Х		Х
	Management Effectiveness Assessment (MEA)				^		^
()	SAPA process					X	
v)	PACBRMA process				Χ		
()	Permit issuances				Х		
()	Ecotourism			X			
2)	ASEAN Heritage Park (AHP) Process				Х		
aa)	World Heritage Site (WHS) Process				Χ		
ob)	Caves and cave management					X	
cc)	Inland wetland profiling and management					X	
dd)	Wildlife management			X			Х
ee)	Research and Special Projects			-	Х		
f)	Ecosystem Valuation Study					Х	
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs				Х		
hh)	Revenue Sharing between PA and LGUs			X			
Вз	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
.,	Provisions of the 1987 Constitution				.,		1 Honey
i)	relevant to environmental management				Х		
j)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management					Х	
	Environmental functions devolved to local government units					X	
(k)	under Section 17 of the Legal Covernment Code		1				1
	under Section 17 of the Local Government Code		-			<b> </b>	<b>—</b>
1)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			Х		-	
l) mm)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705)					Х	
l) mm)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147)			X			
i) mm) nn)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072)					X	
(k) (l) (mm) (nn) (pp)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578)				Х	Х	х
i) mm) nn)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160)				Х		X
I) mm) nn) oo)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of				Х	Х	Х
nm) nn) po) pp)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005					X	X
(i) (inm) (in) (io) (io) (io) (io) (io) (io) (io) (io	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942)				X	X	X
(i) (inm) (in) (io) (io) (io) (io) (io) (io) (io) (io	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749)				X	X	X
() () () () () () () () () () () () () (	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275)				X X X	X	X
() (mm) (mm) (pp) (pp) (qq) (rr) (ss) (t) (u)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275) Climate Change Act (RA 9729)				X	X X X	X
(i) (in) (in) (io) (io) (io) (io) (io) (io) (io) (io	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275) Climate Change Act (RA 9729) DRRM Act (RA 10121)			X	X X X	X	X
(i) (i) (iii) (iii) (iii	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275) Climate Change Act (RA 9729) DRRM Act (RA 10121) Fisheries Code(RA 8550)				X X X	X X X	X
(i) (ii) (iii) (iiii) (iii) (iiii) (iii) (iiii) (iii) (	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275) Climate Change Act (RA 9729) DRRM Act (RA 10121) Fisheries Code(RA 8550) Ecological Solid Waste Management Act of 2000 (RA 9003)			X	X X X	X X X	X
(i) (i) (iii) (iiii) (iii) (iiii) (iii) (iiii) (iii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiii) (iii)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275) Climate Change Act (RA 9729) DRRM Act (RA 10121) Fisheries Code(RA 8550) Ecological Solid Waste Management Act of 2000 (RA 9003) Integrated Coastal Management Policy (EO 533)			X	X X X	X X X	X
() (mm) (mm) (pp) (pp) (qq) (rr) (ss) (t) (u)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275) Climate Change Act (RA 9729) DRRM Act (RA 10121) Fisheries Code(RA 8550) Ecological Solid Waste Management Act of 2000 (RA 9003) Integrated Coastal Management Policy (EO 533) Philippine Environmental Impact Statement System (PD 1586)			X	X X X	X X X	X
(i) (i) (iii) (iiii) (iii) (iiii) (iii) (iiii) (iii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiii) (iii)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371) Revised Forestry Code (PD 705) Wildlife Act (RA 9147) Cave Act (RA 9072) National Policy on Biodiversity (EO 578) Local Government Code (Sections 16, 444, and 447)(RA 7160) Water Code of the Philippines (PD 1067) and amended IRR of 2005 Philippine Mining Act (RA 7942) Clean Air Act (RA 8749) Clean Water Act (RA 9275) Climate Change Act (RA 9729) DRRM Act (RA 10121) Fisheries Code(RA 8550) Ecological Solid Waste Management Act of 2000 (RA 9003) Integrated Coastal Management Policy (EO 533)			X	X X X	X X X	X

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

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.

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

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

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?

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 usally 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.

D2	What types of assistance do you thi	are needed to enhance the capacities of your organization/agency:			
	Activity/Task	Assistance Needed			
	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:	/	
	HUGO IGNACIO G. BALVADOR	
Signature over printed name:	HUGO IGNACIO G. SALVADOR	