



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

SEP 01 2022



MEMORANDUM

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

THRU : The ARD for Technical Services

FROM : The OIC, PENR Officer

SUBJECT : SUBMISSION OF CAPACITY BUILDING PLAN FOR CY 2023-2033 OF MT. CALAVITE WILDLIFE SANCTUARY (MCWS)

Forwarded herewith is the memorandum dated August 30, 2022 of CENRO Sablayan regarding Capacity Building Plan for FY 2023-2033 of PAMO Staff and PAMB members of Mt. Calavite Wildlife Sanctuary (MCWS). The PAMO of MCWS conducted the Training Needs Assessment (TNA) for PAMB and PAMO staff on August 9 & 10, 2022 respectively to come up with the plan. Result of the assessment was consolidated and summarized by the PAMO using the prescribed matrix provided by the Regional Office.

Attached are photos and copies of filled out Training Needs Assessment Questionnaire Forms as supporting documents for the said activity.

For information and record.

ERNESTO E. TAÑADA

TSD-CDS9/01/2022

Copy furnished:

1. Planning Section
2. File

So. Pag-aso, Brgy. Payompon, Mamburao, Occidental Mindoro
Email:penrooccmin@denr.gov.ph



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

August 30, 2022

MEMORANDUM

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

RECORDED

Date: _____
By: _____

THRU : The PENR Officer
Mamburao, Occidental Mindoro

FROM : The CENR Officer

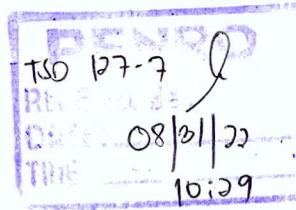
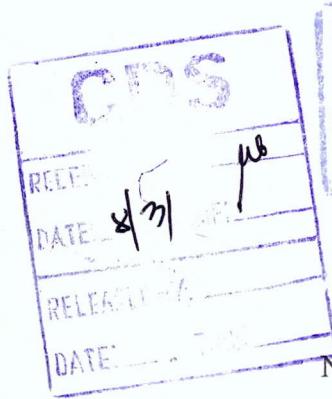
SUBJECT : SUBMISSION OF CAPACITY BUILDING PLAN FOR FY
2023-2033 OF MT. CALAVITE WILDLIFE SANCTUARY
(MCWS)

Respectfully submitted is the Capacity Building Plan for FY 2023-2033 of PAMO staff and PAMB members of Mt. Calavite Wildlife Sanctuary (MCWS).

Attached are photos and copies of filled out Training Needs Assessment Questionnaire Forms as supporting documents for the said activity.

For your information and record.


FOR. ANASTACIO A. SANTOS, MPA



National Road, Brgy. Sto. Niño, Sablayan, Occidental Mindoro
E-mail: cenrosablayan@denr.gov.ph



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
MT. CALAVITE WILDLIFE SANCTUARY
PROTECTED AREA MANAGEMENT OFFICE

August 26, 2022

MEMORANDUM

FOR : The CENR Officer

FROM : The Protected Area Superintendent

SUBJECT : SUBMISSION OF CAPACITY BUILDING PLAN FOR FY 2023-2033 OF MT. CALAVITE WILDLIFE SANCTUARY (MCWS)

The MCWS – Protected Area Management Office (PAMO) conducted a Training Needs Assessment (TNA) for PAMB and PAMO staff on August 9 & 10, 2022 respectively to come up with the plan. Result of the assessment was consolidated and summarized using the prescribed matrix provided by the Regional Office.

In the 10-year capacity-building plan, some learning programs were repeatedly identified in the succeeding years for both PAMB and PAMO. This is due to frequent reassignment of staff and changes in the elected officials.

Attached are photos and copies of filled out Training Needs Assessment Questionnaire Forms as supporting documents for the said activity.

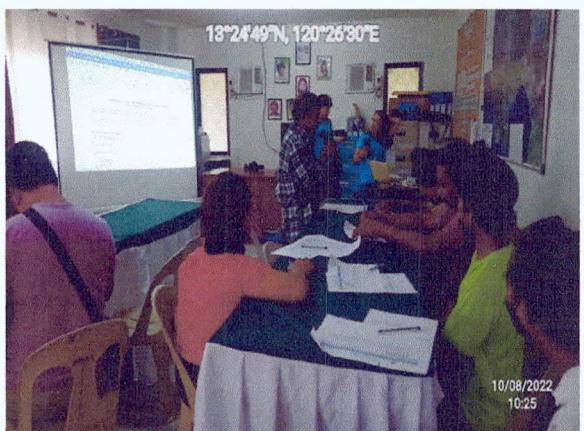
For information and reference.

Arlene V. Francisco
ARLENE V. FRANCISCO

**PHOTOS DURING THE CONDUCT OF TRAINING NEEDS ASSESSMENT FOR
PAMO STAFF AT MCWS RANGER STATION ON AUGUST 09, 2022**



**PHOTOS DURING THE CONDUCT OF TRAINING NEEDS ASSESSMENT FOR
PAMB MEMBERS AT MCWS RANGER STATION ON AUGUST 10, 2022**



ANNEX A.

**FILLED-OUT TRAINING NEEDS
ASSESSMENT FORM OF PAMB
MEMBERS**

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	Apolonia Marie Grace C. Diamante				
A2.	Sex:		Age:		
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female		<input type="radio"/> 43 <input checked="" type="radio"/> 46		
A4.	Contact details:				
	Mobile Number: 099175471976		Email Address: grace_c_diamante@mbcfi.org.ph		
A5.	Bureau/Office/Protected Area:				
	Mindoro Biodiversity Conservation Foundation Inc.				
A6.	Position/Designation:				
	Executive Director				
A7.	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): <u>NGO</u>				
A8.	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCWS	PAMB Member	MBCFI		
	ARNP	PAMB Member	MBCFI		
	NLNP	PAMB Member	MBCFI		
	MIBNP	PAMB Member	MBCFI		
A9.	Educational Background:				
	1. Undergraduate Course: Bachelor of Science, Commerce Major 2. Graduate Course (MA/PhD): UPOU – units earned 3. Field/s of specialization: 1-Least, 5-Most Overall and Project Management: 4 Financial Planning and Budgeting: 4 Relationship Management and Networking: 4 Environment and Social Welfare: 4			5. Name of school/university: Divine Word College of Calapan UP Open University	
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

	<i>Use additional sheets if necessary.</i>				

B. Level of Knowledge and Understanding

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

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

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

	Topics	4	3	2	1	0	Level of Priority
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					
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)	X					X
m)	Protected Area Management Plan and PAMB Manual of Operations	X					
n)	Delineation / Demarcation of Protected Areas		X				
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)			X			X
s)	Formulation of PA Bills		X				
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	X					
v)	SAPA process		X				
w)	PACBRMA process			X			X
x)	Permit issuances			X			
y)	Ecotourism	X					
z)	ASEAN Heritage Park (AHP) Process			X			
aa)	World Heritage Site (WHS) Process			X			

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

C. Training Methods, Logistics and Requirements

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

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: _____IUCN_____
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) 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) Regular budget or through IPAF if available	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?
	Species identification – flora and fauna Professional Certificate: Protected Areas for PASu Beyond knowing the basics of Management Planning, PASu and Technical staff need to know how to write the management plan Presentation skills to forum and other large engagements ----- -----

D2	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 Data Privacy Act of the Philippines.

Date Accomplished: August 15, 2022



Signature over printed name: Grace C. Diamante

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	Josue C. Delfin				
A2.	Sex:				
	1. Male		2. Female		
A3.	Age:				
	59				
A4.	Contact details:				
	Mobile Number: 09184219093		Email Address: josue.delfin2020@gmail.com		
A5.	Bureau/Office/Protected Area:				
	OMSC Mamburao Campus				
A6.	Position/Designation:				
	Campus Director				
A7.	Employment Status:				
	1. Regular/permanent		2. Contractual	3. Casual	4. Others (please specify): _____
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year		2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:		2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
N/A		N/A	N/A	N/A	
A9. Educational Background:					
	1. Undergraduate Course: Bachelor of Science in Commerce			5. Name of school/university: Occidental Mindoro State College	
	2. Graduate Course (MA/PhD): Doctor in Business Management			OMSC/ PWU	
	3. Field/s of specialization: Management				
A10. Relevant PA-related Trainings Attended (in the last 3 years):					
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	NONE				

	Use additional sheets if necessary.				

B. Level of Knowledge and Understanding

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

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

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

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

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: _____ 1, 2 & 6 _____ _____
C2.	Preferred Resource Persons: (select 4)	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____ 1, 4, 6, & 7 _____
C3.	Preferred Facilitators: (select 2)	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____ 1 & 3 _____
C4.	Preferred Venue: (select 2)	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____ 3 & 4 _____ _____
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ 2 _____ _____

C6.	Logistics and Requirements: (select 3)	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements <i>(if selected, specify source)</i>	5. Others: _____ 1, 2, & 3 _____ _____ _____

D. Suggestions for the Enhancement of Capacities for Protected Areas

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: JOSUE C. DELFIN

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____

A. Basic Profile of Respondent

A1.	Name of the respondent:				
ANTHONY A. DANTIS					
A2.	Sex:		Age:		
	<input checked="" type="radio"/> 1. Male	2. Female	56		
A4.	Contact details:				
	Mobile Number: 0998-749-8450 Email Address: ppdc-ocemmin@g.c.				
A5.	Bureau/Office/Protected Area:				
	PPDC - CALAVITE				
A6.	Position/Designation:				
	PPDC - GOV'S REPRESENTATIVE TO PAMB				
A7.	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent 2. Contractual 3. Casual 4. Others (please specify): _____				
A8.	8.1 Length of Service in the DENR: (as PAMB MEMBER)				
	1. Less than 1 year <input checked="" type="radio"/> 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		
MT CALAVITE	MEMBER	PGOM (PPDC)	4		
A9.	Educational Background:				
	1. Undergraduate Course: B.S. ELECTRICAL ENGR			5. Name of school/university: CENTRAL COLLEGES OF THE PHLS	
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization: ENP				
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
	CDRA	LOCAL	DHS4D	2022	40
	REEF CHECK	LOCAL	GIZ	2017	40

Use additional sheets if necessary.						

B. Level of Knowledge and Understanding

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

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

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

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

B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management			X			
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management			X			
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code			X			
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)			X			4
mm)	Revised Forestry Code (PD 705)				X		
nn)	Wildlife Act (RA 9147)			X			
oo)	Cave Act (RA 9072)			X			
pp)	National Policy on Biodiversity (EO 578)			X			5
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)			X			
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005				X		
ss)	Philippine Mining Act (RA 7942)			X			
tt)	Clean Air Act (RA 8749)			X			
uu)	Clean Water Act (RA 9275)			X			
vv)	Climate Change Act (RA 9729)			X			
ww)	DRRM Act (RA 10121)			X			
xx)	Fisheries Code(RA 8550)			X			
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)			X			
zz)	Integrated Coastal Management Policy (EO 533)			X			
aaa)	Philippine Environmental Impact Statement System (PD 1586)			X			
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)			X			
ccc)	Philippine Development Plan 2017-2022			X			
ddd)	Ramsar Convention on Wetlands of International Importance			X			
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)			X			
fff)	Convention on Biological Diversity (CBD)			X			
ggg)	17 Sustainable Development Goals (SDGs)			X			

C. Training Methods, Logistics and Requirements

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

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: _____	_____
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: DENR _____	_____

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?
	ADS DPP & PLUP preparation

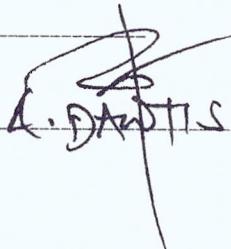
D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____

Signature over printed name: _____



TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	John Rannel D. Dueñas				
A2.	Sex:				
	1. Male <input checked="" type="checkbox"/>	2. Female <input type="checkbox"/>			
A3.	Age:				
	25				
A4.	Contact details:				
	Mobile Number: 09055663942	Email Address: johnranneld@gmail.com			
A5.	Bureau/Office/Protected Area:				
	N/A				
A6.	Position/Designation:				
	N/A				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual		
	4. Others (please specify): _____				
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years		
	4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization		
	MCWS	PAMB Member	1		
A9.	Educational Background:				
	1. Undergraduate Course: _____ 2. Graduate Course (MA/PhD): BS Aeronautical Engineering _____ 3. Field/s of specialization: Aviation _____	5. Name of school/university: PATTS College of Aeronautics _____			
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
	Drone Training	Local	DENR	2021	16

	<i>Use additional sheets if necessary.</i>					

B. Level of Knowledge and Understanding

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

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

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

	Topics	4	3	2	1	0	Level of Priority
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				
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				
h)	Tenured Migrants and PACBRMA (Sec 23)		x				
i)	Facilities within PA (Sec 24)	x					
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)		x				
k)	Local Government Units (Sec 26)		x				
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)		x				
m)	Protected Area Management Plan and PAMB Manual of Operations		x				
n)	Delineation / Demarcation of Protected Areas		x				
o)	Biodiversity Monitoring System (BMS)		x				
p)	Biodiversity Assessment and Monitoring System (BMS)		x				
q)	Communication, Education and Public Awareness (CEPA)		x				
r)	Survey of Protected Area Occupants (SRPAO)		x				
s)	Formulation of PA Bills		x				
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	x					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)		x				
v)	SAPA process		x				
w)	PACBRMA process		x				
x)	Permit issuances		x				
y)	Ecotourism		x				
z)	ASEAN Heritage Park (AHP) Process		x				
aa)	World Heritage Site (WHS) Process		x				
bb)	Caves and cave management		x				
cc)	Inland wetland profiling and management		x				
dd)	Wildlife management		x				
ee)	Research and Special Projects		x				
ff)	Ecosystem Valuation Study		x				

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
1,2,5	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)	
3,4,6,8	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)	
1,2	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____
C4.	Preferred Venue: (select 2)	
3,4	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____
C5.	Frequency of Trainings (select 1)	
2	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____
C6.	Logistics and Requirements: (select 3)	
1,3,4	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

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 Data Privacy Act of the Philippines.

Date Accomplished: 08/11/2022

Signature over printed name: JOHN RANNEL D. DUEÑAS

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	AMADO L. PANDAC				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> 1. Male	2. Female		75	
A4.	Contact details:				
	Mobile Number: N/A	Email Address: N/A			
A5.	Bureau/Office/Protected Area:				
A6.	Position/Designation:				
	PUNONG BALAYAN - ULASAN				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR: (PMMB)				
	1. Less than 1 year	<input checked="" type="radio"/> 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		
A9.	Educational Background:				
	1. Undergraduate Course:	5. Name of school/university:			
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
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
	TRAINING FOR IDENTIFICATION WILDLIFE	LOCAL	DENR	2020	8

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

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

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	<input checked="" type="radio"/> 1. Lecture / Discussion with Open Forum <input type="radio"/> 2. Workshop with Deliverables <input type="radio"/> 3. Case Analysis <input type="radio"/> 4. Cross / site visit <input type="radio"/> 5. Conference / Summit	<input checked="" type="radio"/> 6. Practicum / Practical exercises <input type="radio"/> 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	
	<input checked="" type="radio"/> 1. In-house: Region <input type="radio"/> 2. In-house: Field <input type="radio"/> 3. Concerned Bureaus: _____ <input checked="" type="radio"/> 4. DENR Central Office: _____ <input type="radio"/> 5. Other Regions	<input checked="" type="radio"/> 6. Non-government organizations <input checked="" type="radio"/> 7. Invited experts <input checked="" type="radio"/> 8. Academe <input type="radio"/> 9. Others: <hr/> <hr/>
C3.	Preferred Facilitators: (select 2)	
	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. HRD	<input type="radio"/> 4. Others: <hr/>
C4.	Preferred Venue: (select 2)	
	<input checked="" type="radio"/> 1. In-house: Office <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Hotel + accommodation <input type="radio"/> 4. Virtual platform	<input type="radio"/> 5. Others: <hr/>
C5.	Frequency of Trainings (select 1)	
	<input checked="" type="radio"/> 1. Once a year <input type="radio"/> 2. Twice a year <input type="radio"/> 3. Every two years	<input type="radio"/> 5. Others: <hr/>

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?
	PAGKAKAROON NG KASANAYAN PATUNGKOL SA PAG-GABAY SA MGA TURISTA
	DAGDAG KAHALAMAN PATUNGKOL SA PAGSASAAYOS AT PAGGABAY SA MGA KAPWA TRAYA BILANG ISANG LIDER.

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: 08-10-22

Signature over printed name: Marko Pandan

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	PROLIC C. DUENAS				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> Male	2. Female		57	
A4.	Contact details:				
	Mobile Number: 09957944062	Email Address: acduenas02@gmail.com			
A5.	Bureau/Office/Protected Area:				
A6.	Position/Designation:				
	MEPRO - DESIGNATO				
A7.	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
A9.	Educational Background:				
	1. Undergraduate Course: _____	5. Name of school/university: TECHNOLOGICAL INSTITUTE OF THE PHILIPPINES			
	2. Graduate Course (MA/PhD): PSME				
	3. Field/s of specialization: _____				
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
	N/A	N/A	N/A	N/A	N/A

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

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

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

C. Training Methods, Logistics and Requirements

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

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: _____
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	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?
	_____ _____ _____ _____ _____ _____ _____

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____

Signature over printed name: Arnold C. Dintales

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	PILING VILLANUEVA				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> 1. Male	2. Female		62	
A4.	Contact details:				
	Mobile Number: N/A	Email Address: N/A			
A5.	Bureau/Office/Protected Area:				
	Mt. CALAUITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PUNONG BALAYAN NG HINUGASAN				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): FARMER	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	PAMB Member	Ps - So. Hinugasan	4		
A9.	Educational Background:				
	1. Undergraduate Course: N/A	5. Name of school/university: N/A			
	2. Graduate Course (MA/PhD): N/A	N/A			
	3. Field/s of specialization: N/A	N/A			
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
	N/A	N/A	N/A	N/A	N/A

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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
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
h)	Tenured Migrants and PACBRMA (Sec 23)						X
i)	Facilities within PA (Sec 24)						X
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)						X
k)	Local Government Units (Sec 26)						X
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)						X
m)	Protected Area Management Plan and PAMB Manual of Operations						X
n)	Delineation / Demarcation of Protected Areas						X
o)	Biodiversity Monitoring System (BMS)						X
p)	Biodiversity Assessment and Monitoring System (BMS)						X
q)	Communication, Education and Public Awareness (CEPA)						X
r)	Survey of Protected Area Occupants (SRPAO)						X
s)	Formulation of PA Bills						X
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)						X
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)						X
v)	SAPA process						X
w)	PACBRMA process						X
x)	Permit issuances						X
y)	Ecotourism						X
z)	ASEAN Heritage Park (AHP) Process						X
aa)	World Heritage Site (WHS) Process						X
bb)	Caves and cave management						X
cc)	Inland wetland profiling and management						X

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

C. Training Methods, Logistics and Requirements

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

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: _____	
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			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?
	<p>- Orientation SA WPA Law</p> <p>- Orientation SA ENRPPS</p> <p> </p> <p> </p> <p> </p> <p> </p>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: August 10, 2022

PLC

Signature over printed name: PIING VILLANUEVA

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	RENTER C. SAMBUTAN				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> 1. Male	2. Female		43	
A4.	Contact details:				
	Mobile Number:	Email Address:		N/A	
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	VICE MAYOR ULASAN				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): PADMED	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCWS	N/A	N/A	N/A	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	N/A			N/A	
	2. Graduate Course (MA/PhD):			N/A	
	N/A			N/A	
	3. Field/s of specialization:			N/A	
	N/A			N/A	
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
	N/A	N/A	N/A	N/A	N/A

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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
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	
h)	Tenured Migrants and PACBRMA (Sec 23)			X			
i)	Facilities within PA (Sec 24)	X					
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)	X					
k)	Local Government Units (Sec 26)	X					
B2	Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)						X
m)	Protected Area Management Plan and PAMB Manual of Operations			X			
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)		X				
p)	Biodiversity Assessment and Monitoring System (BMS)						X
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)	X					
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)					X	
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process				X		
w)	PACBRMA process				X		
x)	Permit issuances				X		
y)	Ecotourism					X	
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process				X		
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management				X		

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	<input checked="" type="radio"/> 1. Lecture / Discussion with Open Forum <input type="radio"/> 2. Workshop with Deliverables <input type="radio"/> 3. Case Analysis <input checked="" type="radio"/> 4. Cross / site visit <input type="radio"/> 5. Conference / Summit			<input checked="" type="radio"/> 6. Practicum / Practical exercises <input type="radio"/> 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Concerned Bureaus: _____ <input type="radio"/> 4. DENR Central Office: _____ <input type="radio"/> 5. Other Regions			<input checked="" type="radio"/> 6. Non-government organizations <input checked="" type="radio"/> 7. Invited experts <input checked="" type="radio"/> 8. Academe <input type="radio"/> 9. Others: <hr/>
C3.	Preferred Facilitators: (select 2)	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. HRD			<input type="radio"/> 4. Others: <hr/>
C4.	Preferred Venue: (select 2)	<input checked="" type="radio"/> 1. In-house: Office <input checked="" type="radio"/> 2. In-house: Field <input checked="" type="radio"/> 3. Hotel + accommodation <input type="radio"/> 4. Virtual platform			<input type="radio"/> 5. Others: <hr/>
C5.	Frequency of Trainings (select 1)	<input checked="" type="radio"/> 1. Once a year <input type="radio"/> 2. Twice a year <input type="radio"/> 3. Every two years			<input type="radio"/> 5. Others: <hr/>

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?
	SEMINAR PATUNGKOL SA IPRA LAW
	SEMINAR PARA MATUTO SA PAGI-GUIDE
	NG MGA TURISTA

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: Agosto 10, 2022

R. Sambutan

Signature over printed name: Renier Sambutan

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	FLORANTE GUILAGID				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> 1. Male	2. Female		40	
A4.	Contact details:				
	Mobile Number: N/A	Email Address: N/A			
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PUNONG BALMAN SAN PABLO				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): FARMER	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCS					
A9.	Educational Background:				
	1. Undergraduate Course: N/A	5. Name of school/university: N/A			
	2. Graduate Course (MA/PhD): N/A	N/A			
	3. Field/s of specialization: N/A	N/A			
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
	N/A	N/A	N/A	N/A	N/A

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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	
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		
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)			X			
B2	Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)					X	
m)	Protected Area Management Plan and PAMB Manual of Operations					X	
n)	Delineation / Demarcation of Protected Areas					X	
o)	Biodiversity Monitoring System (BMS)		X				
p)	Biodiversity Assessment and Monitoring System (BMS)					X	
q)	Communication, Education and Public Awareness (CEPA)				X		
r)	Survey of Protected Area Occupants (SRPAO)		X				
s)	Formulation of PA Bills			X			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process					X	
w)	PACBRMA process				X		
x)	Permit issuances				X		
y)	Ecotourism				X		
z)	ASEAN Heritage Park (AHP) Process				X		
aa)	World Heritage Site (WHS) Process				X		
bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management				X		

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)				
	<input checked="" type="radio"/> 1. Lecture / Discussion with Open Forum <input type="radio"/> 2. Workshop with Deliverables <input type="radio"/> 3. Case Analysis <input checked="" type="radio"/> 4. Cross / site visit <input type="radio"/> 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: <hr/> <hr/> <hr/>			
C2.	Preferred Resource Persons: (select 4)				
	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Concerned Bureaus: _____ <input checked="" type="radio"/> 4. DENR Central Office: _____ <input type="radio"/> 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: <hr/> <hr/> <hr/>			
C3.	Preferred Facilitators: (select 2)				
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: <hr/> <hr/>			
C4.	Preferred Venue: (select 2)				
	<input checked="" type="radio"/> 1. In-house: Office <input checked="" type="radio"/> 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: <hr/> <hr/>			
C5.	Frequency of Trainings (select 1)				
	1. Once a year <input checked="" type="radio"/> 2. Twice a year 3. Every two years	5. Others: <hr/>			

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?
	SEMINAR FOR IMPPA LAW

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____

FG

Signature over printed name: Floranti Goilagid

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	ALBERT A. DIAMANDO				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> 1. Male	2. Female		41	
A4.	Contact details:				
	Mobile Number: 09164385621	Email Address: albertclimando@gmail.com			
A5.	Bureau/Office/Protected Area:				
	MCWS				
A6.	Position/Designation:				
	Mayor's Representative / PAMB Member				
A7.	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	<input checked="" type="radio"/> 3. 5 to 10 years	4. More than 10 years	
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCWS	Mayor's Representative in PAMB	Local Government	6	
A9.	Educational Background:				
	1. Undergraduate Course: Bachelor of Science in Office Administration	5. Name of school/university: OMSC - Matutinao Campus			
	2. Graduate Course (MA/PhD): Master in Disaster Risk Management		2. Davao State University		
	3. Field/s of specialization: Disaster Risk Management				
A10.	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours
	Drone Operation	Local			1 day

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

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

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	6. Practicum / Practical exercises 7. Others: <u>1 3 5</u>
	1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	
C2.	Preferred Resource Persons: (select 4)	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: <u>7 8</u>
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	
C3.	Preferred Facilitators: (select 2)	4. Others: <u>2</u>
	1. In-house: Region 2. In-house: Field 3. HRD	
C4.	Preferred Venue: (select 2)	5. Others: <u>2</u>
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	
C5.	Frequency of Trainings (select 1)	5. Others: <u>1</u>
	1. Once a year 2. Twice a year 3. Every two years	

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?
	Additional manpower / barangay RWCWS / Ranger with trainings

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed
	Re-orientation on Management plan, Operation Manual & ENPAC Act	Seminar / Workshop

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 Data Privacy Act of the Philippines.

Date Accomplished: 08/10/2022

Signature over printed name: ~~Alfredo J. Bimata Jr.~~

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	<i>ENR. A. MARASIGAN</i>				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> Male	2. Female		<i>62</i>	
A4.	Contact details:				
	Mobile Number: <i>09362946567</i>	Email Address: <i>slordemarasan1966@gmail.com</i>			
A5.	Bureau/Office/Protected Area:				
	<i>L.G.U. Palauan Chairman of the Committee on Natural Resources & Env.</i>				
A6.	Position/Designation:				
	<i>S.D. Member</i>				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): <i>Selected</i>	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
A9.	Educational Background:				
	1. Undergraduate Course: <i>Marine Engineering</i>	5. Name of school/university: <i>FMI. College</i>			
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
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

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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				
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			
h)	Tenured Migrants and PACBRMA (Sec 23)			X			
i)	Facilities within PA (Sec 24)	X					
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)		X				
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)				X		
m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas	X					
o)	Biodiversity Monitoring System (BMS)			X			
p)	Biodiversity Assessment and Monitoring System (BMS)					X	
q)	Communication, Education and Public Awareness (CEPA)			X			
r)	Survey of Protected Area Occupants (SRPAO)			X			
s)	Formulation of PA Bills				X		
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process					X	
w)	PACBRMA process		X				
x)	Permit issuances			X			
y)	Ecotourism				X		
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management					X	

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	<input checked="" type="radio"/> 1. Lecture / Discussion with Open Forum <input checked="" type="radio"/> 2. Workshop with Deliverables <input type="radio"/> 3. Case Analysis <input type="radio"/> 4. Cross / site visit <input type="radio"/> 5. Conference / Summit	<input checked="" type="radio"/> 6. Practicum / Practical exercises <input type="radio"/> 7. Others: <hr/> <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Concerned Bureaus: _____ <input checked="" type="radio"/> 4. DENR Central Office: _____ <input type="radio"/> 5. Other Regions	<input checked="" type="radio"/> 6. Non-government organizations <input checked="" type="radio"/> 7. Invited experts <input type="radio"/> 8. Academe <input type="radio"/> 9. Others: <hr/> <hr/> <hr/>
C3.	Preferred Facilitators: (select 2)	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input checked="" type="radio"/> 3. HRD	<input type="radio"/> 4. Others: <hr/>
C4.	Preferred Venue: (select 2)	<input checked="" type="radio"/> 1. In-house: Office <input checked="" type="radio"/> 2. In-house: Field <input checked="" type="radio"/> 3. Hotel + accommodation <input checked="" type="radio"/> 4. Virtual platform	<input type="radio"/> 5. Others: <hr/>
C5.	Frequency of Trainings (select 1)	<input checked="" type="radio"/> 1. Once a year <input checked="" type="radio"/> 2. Twice a year <input checked="" type="radio"/> 3. Every two years	<input type="radio"/> 5. Others: <hr/>

D. Suggestions for the Enhancement of Capacities for Protected Areas

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 Data Privacy Act of the Philippines.

Date Accomplished: August 10/22

Signature over printed name: RONALD A. JAHNKE

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	DOMINGO A. TAMAYO JR.				
A2.	Sex:		Age:		
	<input checked="" type="radio"/> 1. Male	2. Female			56
A4.	Contact details:				
	Mobile Number: 09754342573	Email Address: domingotamayo.11@gmail.com			
A5.	Bureau/Office/Protected Area:				
	MOUNT CALAVITY WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	MEMBER				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify):	BIGLY. CHAIRMAN
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	<input checked="" type="radio"/>
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	MEMBER	BIGLY. AUPADY	12		
A9.	Educational Background:				
1. Undergraduate Course:	(BACHELOR OF SCIENCE IN MUS. ADMINISTRATION)			5. Name of school/university:	
2. Graduate Course (MA/PhD):	BVRBA - GRADUATED			DWC - VPA JOPE	
3. Field/s of specialization:	MAJOR IN ACCOUNTING			DWC - VPA JOPE	
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

	Use additional sheets if necessary.				

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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				
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				
h)	Tenured Migrants and PACBRMA (Sec 23)		X				
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)		X				
k)	Local Government Units (Sec 26)		X				
B2	Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)		X				
m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas		X				
o)	Biodiversity Monitoring System (BMS)		X				
p)	Biodiversity Assessment and Monitoring System (BMS)		X				
q)	Communication, Education and Public Awareness (CEPA)		X				
r)	Survey of Protected Area Occupants (SRPAO)		X				
s)	Formulation of PA Bills		X				
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)		X				
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)		X				
v)	SAPA process		X				
w)	PACBRMA process		X				
x)	Permit issuances			X			
y)	Ecotourism			X			
z)	ASEAN Heritage Park (AHP) Process				X		
aa)	World Heritage Site (WHS) Process				X		
bb)	Caves and cave management			X			
cc)	Inland wetland profiling and management						

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

C. Training Methods, Logistics and Requirements

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

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: _____		
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	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?
	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____



Signature over printed name: Domingo A. Tiquado Jr.

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	PLT DENNIS C TARIGA				
A2.	Sex:		A3. Age:		
	1. Male	2. Female		28	
A4.	Contact details:				
	Mobile Number: 09172505471	Email Address: dennis.tariga@gmail.com			
A5.	Bureau/Office/Protected Area:				
	PNP				
A6.	Position/Designation:				
	OIC				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): _____	
A8. 8.1 Length of Service in the DENR:					
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
A8. 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		
A9.	Educational Background:				
	1. Undergraduate Course:	5. Name of school/university:			
	2. Graduate Course (MA/PhD):				
	BS Criminology / BS Public Safety	OMSC / PNPA			
	3. Field/s of specialization:				
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

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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					
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					
h)	Tenured Migrants and PACBRMA (Sec 23)		X				
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)		X				
k)	Local Government Units (Sec 26)		X				
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)		X				
m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas		X				
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)		X				
r)	Survey of Protected Area Occupants (SRPAO)	X		X			
s)	Formulation of PA Bills		X				
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)	X					
v)	SAPA process		X				
w)	PACBRMA process		X				
x)	Permit issuances		X				
y)	Ecotourism		X				
z)	ASEAN Heritage Park (AHP) Process		X				
aa)	World Heritage Site (WHS) Process		X				
bb)	Caves and cave management		X				
cc)	Inland wetland profiling and management		X				

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

C. Training Methods, Logistics and Requirements

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

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

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?
	Procurement of relevant equipments

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed
	Procurement of Equipments	Budget
	Trainings and Seminars	Availability of Resource Speaker and Trainers

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 Data Privacy Act of the Philippines.

Date Accomplished: August 13, 2022

Signature over printed name: PLT DENNIS JC TARIJA

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	<i>MEHARGO T. Toucana</i>				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> Male	<input type="radio"/> Female	<i>57</i>		
A4.	Contact details:				
	Mobile Number: <i>09277962554</i> Email Address: <i>Brgy Harrison, Palauan occ. Mbo.</i>				
A5.	Bureau/Office/Protected Area:				
A6.	Position/Designation:				
	<i>Punong Barangay</i>				
A7.	Employment Status:				
	<input checked="" type="radio"/> 1. Regular/permanent	<input type="radio"/> 2. Contractual	<input type="radio"/> 3. Casual	<input type="radio"/> 4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	<input checked="" type="radio"/> 1. Less than 1 year	<input type="radio"/> 2. 1 to 5 years	<input type="radio"/> 3. 5 to 10 years	<input type="radio"/> 4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
<i>MCWS</i>	<i>PAMB member</i>	<i>DETRDENR</i>	<i>5 yrs.</i>		
A9.	Educational Background:				
	1. Undergraduate Course:		5. Name of school/university:		
	<i>High school /</i>		<i>Palauan</i>		
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
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

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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				
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		
h)	Tenured Migrants and PACBRMA (Sec 23)			X			
i)	Facilities within PA (Sec 24)	X					
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			
k)	Local Government Units (Sec 26)		X				
B2	Target related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)				X		
m)	Protected Area Management Plan and PAMB Manual of Operations	X					
n)	Delineation / Demarcation of Protected Areas	X					
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)			X			
r)	Survey of Protected Area Occupants (SRPAO)	X					
s)	Formulation of PA Bills			X			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)			X			
v)	SAPA process			X			
w)	PACBRMA process			X			
x)	Permit issuances			X			
y)	Ecotourism			X			
z)	ASEAN Heritage Park (AHP) Process				X		
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management		X				
cc)	Inland wetland profiling and management						

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

C. Training Methods, Logistics and Requirements

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

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: _____
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	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?
	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____

Signature over printed name: Munayda F. Towa

ANNEX B.

**FILLED-OUT TRAINING NEEDS
ASSESSMENT FORM OF PAMO
STAFF**

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:		
	JOSIE ROBLES CORPUZ		
A2.	Sex:		A3. Age:
	1. Male	2. Female	30
A4.	Contact details:		
	Mobile Number: 09559376503	Email Address: corpuzjosie05@gmail.com	
A5.	Bureau/Office/Protected Area:		
	MT. CALANITE WILDLIFE SANCTUARY		
A6.	Position/Designation:		
	ECOSYSTEMS MANAGEMENT SPECIALIST I / TECHNICAL SUPPORT STAFF		
A7.	Employment Status:		
	1. Regular/permanent	2. Contractual	3. Casual
	4. Others (please specify): _____		
A8.	8.1 Length of Service in the DENR:		
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years
	4. More than 10 years		
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)			
1. Name of PA:		2. Position / Involvement	3. Agency/Office/Organization
1	NCWS	TECHNICAL STAFF	DENR
2	NCWS	TECHNICAL SUPPORT STAFF	DENR
			PRESENT
A9.	Educational Background:		
	1. Undergraduate Course:	5. Name of school/university:	
	BACHELOR OF SCIENCE IN ENVIRONMENTAL SCIENCE (BSES)	ISABELA STATE UNIVERSITY	
	2. Graduate Course (MA/PhD):		
	3. Field/s of specialization:		

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
1.	TRAINING ON DETERMINING CARRYING CAPACITY OF SABAHAN TOURISM SITES	LOCAL	LILI SABAYAN/ MAM DENR- EROR	24-26, 2022	24
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEMS (BAMS) ONLINE LECTURE SERIES- PHYSICAL ASSESSMENT OF TERRESTRIAL AND INLAND / WETLAND ECOLOGY	LOCAL	DENR - BMS	OCTOBER 6, 2022	2

	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) - ONLINE LECTURE SERIES BIODIVERSITY MONITORING SYSTEM	LOCAL	DENR - BMB	NOVEMBER 10, 2020	2
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) - ONLINE LECTURE SERIES - INTEGRATION AND REPORTING OF TERRESTRIAL ASSESSMENT	LOCAL	DENR - BMB	NOVEMBER 5, 2020	2
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM ONLINE LECTURE SERIES - INTEGRATION AND REPORTING OF CAVE ASSESSMENTS	LOCAL	DENR - BMS	OCTOBER 15, 2020	2
Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

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

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

C. Training Methods, Logistics and Requirements

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

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: _____		
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	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?
	<ul style="list-style-type: none"> ✓ Technical writing ✓ Wildlife enforcement ✓ Knowledge on the operation of advanced technology for mapping (More operation, 6159) ✓ Knowledge on the identification of flora and fauna including assessment

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency?
Activity/Task	Assistance Needed
Learning Event / Capacity Building / Workshop	Resource person / Speaker / Fund for the conduct of trainings

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 Data Privacy Act of the Philippines.

Date Accomplished: AUGUST 09, 2022

Signature over printed name: JOSIE R. CORPUS

CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	TARGET LEARNERS							SCHEDULE							BUDGET (PhP)
			NO.	OFFICERS	POSITIONS	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	
8. Training on Basic Photography	To provide basic knowledge on photography	Acquired proper knowledge and techniques in capturing photos/videos	30	MCWS-PAMO	various												110,600.00
9. Training on Wildlife Handling and Enforcement	To provide knowledge in proper handling and acquire basic procedures on wildlife enforcement	Capacitated PAMO Staff on proper handling of wildlife and basic policies on wildlife enforcement	30	MCWS-PAMO	various												271,200.00
10. Learning Event on Public Speaking Skills cum visual presentation using Advance Information technology	To enhance the skills of PAMO Staff in public speaking and visual presentation during official gatherings	Enhanced communication skills of PAMO Staff	30	MCWS-PAMO	various												240,000.00
11. Learning Event on Base and Handheld Radio Operation	To capacitate the operation of base and handheld radio	Capacitated PAMO Staff on the operation of radio as communication facility during patrol works especially on areas with mobile phone signal	30	MCWS-PAMO	various												110,600.00

Prepared by:

Arlene V. Francisco
ARLENE V. FRANCISCO
Planning Officer III/PASU, MCWS
ECCOMS I/Technical Support Staff

Checked:

Josie R. Corpus
JOSIE R. CORPUS
ECCOMS I/Technical Support Staff

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

FY 2023-2033



MT. CALAVITE WILDLIFE SANCTUARY

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES
MIMAROPA Region



Capacity Building Plan for Protected Area Management Board (PAMB)

FY 2023-2033

MT. CALAVITE WILDLIFE SANCTUARY

CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	TARGET LEARNERS										BUDGET (PhP)			
			NAME OF ENTITY	NO.	POSITIONS	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
1. Orientation on ENIPAS Act	Provide orientation / refresher to the new and existing members of the PAMB regarding the provisions of the ENIPAS Act	Commitment and improved performance of the PAMB members on their duties and responsibilities in the fulfillment of the Vision and Mission of the PA	NGOs LGU Paluan BLGU of Alipao, Harrison & Mananao,OMSC, IPs	20	various											349,600.00
2. Orientation on Protected Area policies	Provide detailed information on the different PA policies for PAMB members	Increased knowledge of PAMB members on various PA policies	NGOs LGU Paluan BLGU of Alipao, Harrison & Mananao,OMSC, IPs	20	various											349,600.00
3. Re-orientation on Manual of Operations of Protected Area Management Board	To familiarized and to provide deeper understanding in the operation and management of the protected area	Committed and self-reliant members of the Board	NGOs LGU Paluan BLGU of Alipao, Harrison & Mananao,OMSC, IPs	20	various											349,600.00
4. Learning Event on Technical Writing cum Workshop on the Preparation of Resolutions and other related documents pertaining to PA Management	To provide technical writing skills to members of the Board	Capacitated PAMB members on Technical Writing	NGOs LGU Paluan BLGU of Alipao, Harrison & Mananao,OMSC, IPs	20	various											322,200.00

Prepared by:

Josie R. Corpuz
Josie R. Corpuz
ECCMS I/Technical Support Staff

Checked:

Arlene V. Francisco
Arlene V. Francisco
Planning Officer III/PASU, MCWS

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	ARLENE V. FRANCISCO				
A2.	Sex:				
	1. Male		2. Female		
A3.	Age:				
	50				
A4.	Contact details:				
	Mobile Number: 0939 9391557		Email Address: rainedaive@gmail.com		
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY (MCWS)				
A6.	Position/Designation:				
	PLANNING OFFICER III/PASU				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify):	_____
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCWS	PASU	DENR	1 ½	
A9.	Educational Background:				
	1. Undergraduate Course: BACHELOR OF SCIENCE IN FORESTRY			5. Name of school/university: UNIVERSITY OF THE PHILIPPINES LOS BAÑOS, LAGUNA	
	2. Graduate Course (MA/PhD): MASTER OF PUBLIC ADMINISTRATION			BATANGAS STATE UNIVERSITY	
	3. Field/s of specialization:				
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
	ROLL-OUT OF THE IMPLEMENTING RULES AND REGULATIONS OF THE NIPAS ACT, AS AMENDED AND THE NATIONAL PROTECTED AREA SYSTEM MASTER PLAN	LOCAL	DENR - BMB	AUG. 06 – 09, 2019	32
	MIMAROPA PROTECTED AREA SUPERINTENDENTS (PASU) CONFERENCE	LOCAL	DENR – MIMAROPA REGION - CDDD	JAN. 21 – 23, 2020	20

	BIODIVERSITY ASSESSMENT MONITORING AND SYSTEM -PHYSICAL ASSESSMENT OF TERRESTRIAL AND INLAND WETLAND ECOSYSTEMS	LOCAL	DENR - BMB	OCT. 06, 2020	2
	BIODIVERSITY ASSESSMENT MONITORING AND SYSTEM - CAVE FAUNA	LOCAL	DENR - BMB	OCT. 14, 2020	2
	BIODIVERSITY ASSESSMENT MONITORING AND SYSTEM - INTEGRATION AND REPORTING OF CAVE ASSESSMENT	LOCAL	DENR - BMB	OCT. 15, 2020	2
	BIODIVERSITY ASSESSMENT MONITORING AND SYSTEM - TERRESTRIAL FLORA	LOCAL	DENR - BMB	NOV. 03, 2020	2
	BIODIVERSITY ASSESSMENT MONITORING AND SYSTEM - TERRESTRIAL FAUNA	LOCAL	DENR - BMB	NOV. 04, 2020	2
	BIODIVERSITY ASSESSMENT MONITORING AND SYSTEM -INTEGRATION AND REPORTING OF TERRESTRIAL ASSESSMENTS	LOCAL	DENR - BMB	NOV. 05, 2020	2
	<i>Use additional sheets if necessary.</i>				

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
B1	Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)						(select 5)
a)	PA Dis/Establishment Process (Sec 5)			X			
b)	Management Plans and Management Zones (Sec 8-9)		X				X
c)	PAMB Operationalization (Sec 10-11)	X					
d)	Environmental Impact Assessment (EIA) (Sec 12)				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					
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					X
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			
m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas	X					
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BAMS)	X					
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)	X					
s)	Formulation of PA Bills				X		
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)						
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)			X			
v)	SAPA process				X		X
w)	PACBRMA process			X			X
x)	Permit issuances				X		
y)	Ecotourism	X					X
z)	ASEAN Heritage Park (AHP) Process				X		
aa)	World Heritage Site (WHS) Process				X		
bb)	Caves and cave management			X			
cc)	Inland wetland profiling and management			X			

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

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

	<ol style="list-style-type: none"> <input checked="" type="radio"/> 2. Relevant equipment <input type="radio"/> 3. Endorsement / Coordination with concerned offices <input type="radio"/> 4. Budgetary Requirements <small>(if selected, specify source)</small> 	
--	--	--

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?
	<p><u>Technical and Report Writing (CSW)</u></p> <hr/> <hr/> <hr/> <hr/> <hr/>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: August 09, 2022


Signature over printed name: ARLENE V. FRANCISCO

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	MARITES M. CASTILLO				
A2.	Sex:		A3. Age: 33		
	1. Male	2. Female			
A4.	Contact details:				
	Mobile Number: 09759148605	Email Address: castillomarites92@gmail.com			
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY (MCWS)				
A6.	Position/Designation:				
	FOREST RANGER/SCDO				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	FOREST RANGER	DENR	6 YEARS		
A9.	Educational Background:				
1. Undergraduate Course:	5. Name of school/university:				
JUNIOR SECRETARIAL GRAD.	DWCC of CALAPAN, OR. MIO.				
2. Graduate Course (MA/PhD):					
3. Field/s of specialization:					
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
	SEAMS ORIENTATION AND TRAINING ASSESSMENT	ICAO	DENR	APR-2018	16

	MOUNTAINEERING GUIDE TRAINING	LOCAL	DENR	2018	8
	PLANNING WORKSHOP IN PREPARATION OF ECO TOURISM PLAN	LOCAL	DENR	2021	8
	CAPACITY BUILDING	LOCAL	DENR	2020	16
Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

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

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	6. Practicum / Practical exercises 7. Others: _____
	1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	
C2.	Preferred Resource Persons: (select 4)	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	
C3.	Preferred Facilitators: (select 2)	4. Others: _____
	1. In-house: Region 2. In-house: Field 3. HRD	
C4.	Preferred Venue: (select 2)	5. Others: _____
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	
C5.	Frequency of Trainings (select 1)	5. Others: _____
	1. Once a year 2. Twice a year 3. Every two years	

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?
	<ul style="list-style-type: none"> → Basic knowledge on PD 705 → Wildlife Enforcement Officer Training → Training on how to operate technical equipment, including GIS mapping & care assessment.

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency?	
Activity/Task	Assistance Needed	
Trainings & Seminars	Resource Speaker & Trainers	

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 Data Privacy Act of the Philippines.

Date Accomplished: August 9, 2022

Signature over printed name: Mayfull
MARITES M. CONSTIUD

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	WOLLY O. MANCILLA				
A2.	Sex:		A3. Age:		
	<input checked="" type="checkbox"/> Male	2. Female		58	
A4.	Contact details:				
	Mobile Number: 0975 654 7122	Email Address:			
A5.	Bureau/Office/Protected Area:				
	DENR CENIZO SABLAYAN				
A6.	Position/Designation:				
	FOREST RANGER				
A7.	Employment Status:				
	1. Regular/permanent	2. Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	FOREST RANGER	DENR	2003 - 2014		
MCWS	FOREST RANGER	DENR	2011 - 2018		
MCWS	FOREST RANGER	DENR	2018 - 2019		
MCWS	FOREST RANGER	DENR			
A9.	Educational Background:				
	1. Undergraduate Course:	5. Name of school/university:			
	N/A				
	2. Graduate Course (MA/PhD):				
	DIESEL MECHANIC				
	3. Field/s of specialization:				
	N/A				
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

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

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

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	<input checked="" type="checkbox"/> 1. Lecture / Discussion with Open Forum <input type="checkbox"/> 2. Workshop with Deliverables <input type="checkbox"/> 3. Case Analysis <input checked="" type="checkbox"/> 4. Cross / site visit <input type="checkbox"/> 5. Conference / Summit	<input checked="" type="checkbox"/> 6. Practicum / Practical exercises <input type="checkbox"/> 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	
	<input checked="" type="checkbox"/> 1. In-house: Region <input checked="" type="checkbox"/> 2. In-house: Field <input type="checkbox"/> 3. Concerned Bureaus: _____ <input type="checkbox"/> 4. DENR Central Office: _____ <input type="checkbox"/> 5. Other Regions	<input type="checkbox"/> 6. Non-government organizations <input type="checkbox"/> 7. Invited experts <input type="checkbox"/> 8. Academe <input type="checkbox"/> 9. Others: <hr/>
C3.	Preferred Facilitators: (select 2)	
	<input type="checkbox"/> 1. In-house: Region <input checked="" type="checkbox"/> 2. In-house: Field <input checked="" type="checkbox"/> 3. HRD	<input type="checkbox"/> 4. Others: <hr/>
C4.	Preferred Venue: (select 2)	
	<input type="checkbox"/> 1. In-house: Office <input checked="" type="checkbox"/> 2. In-house: Field <input type="checkbox"/> 3. Hotel + accommodation <input type="checkbox"/> 4. Virtual platform	<input type="checkbox"/> 5. Others: <hr/>
C5.	Frequency of Trainings (select 1)	
	<input type="checkbox"/> 1. Once a year <input checked="" type="checkbox"/> 2. Twice a year <input type="checkbox"/> 3. Every two years	<input type="checkbox"/> 5. Others: <hr/>

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?
	WE O P. D. 705 NODD IDENTIFICATION

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUG - 69 - 2022

Signature over printed name: JOLLY O. MANCILLA

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	JHONAS D. RENDON				
A2.	Sex:		Age:		
	<input checked="" type="radio"/> 1. Male	2. Female		24	
A4.	Contact details:				
	Mobile Number: 09564782896		Email Address: rendon.jhonas.delata@gmail.com		
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY (MCWS)				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> 2. Contractual	3. Casual	4. Others (please specify):	_____
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	<input checked="" type="radio"/> 2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	_____
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	ENUMERATOR	DENR (MCWS)	6 months		
MCWS	ENCODER/PARK RANGER	DENR (MCWS)	9 months		
MCWS	FOREST PROTECTION OFFICER	DENR (MCWS)	3 months		
A9.	Educational Background:				
	1. Undergraduate Course:				5. Name of school/university:
	2. Graduate Course (MA/PhD):				OMSC
	BACHELOR OF SCIENCE IN INFORMATION TECHNOLOGY				
	3. Field/s of specialization:				
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
	SEAMS ORIENTATION AND TRAINING ASSESSMENT	LOCAL	DENR	APRIL 2018	16

	MOUNTAINEERING GUIDE TRAINING	WCAW	DENR	2018	8
	CAPACITY BUILDING TRAINING	WCAW	DENR	SEPT. 2020	16
Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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		
f)	Integrated Protected Area Fund (IPAF) (Sec 16)			X			
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				X		
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			
k)	Local Government Units (Sec 26)				X		
B2	Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)					X	
m)	Protected Area Management Plan and PAMB Manual of Operations						X
n)	Delineation / Demarcation of Protected Areas	X					
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)	X					
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)						X
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances		X				
y)	Ecotourism						X
z)	ASEAN Heritage Park (AHP) Process						X
aa)	World Heritage Site (WHS) Process						X
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management					X	

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	<ol style="list-style-type: none"> 1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit 	<ol style="list-style-type: none"> 6. Practicum / Practical exercises 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	
	<ol style="list-style-type: none"> 1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions 	<ol style="list-style-type: none"> 6. Non-government organizations 7. Invited experts 8. Academe 9. Others: <hr/>
C3.	Preferred Facilitators: (select 2)	
	<ol style="list-style-type: none"> 1. In-house: Region 2. In-house: Field 3. HRD 	<ol style="list-style-type: none"> 4. Others: <hr/>
C4.	Preferred Venue: (select 2)	
	<ol style="list-style-type: none"> 1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform 	<ol style="list-style-type: none"> 5. Others: <hr/>
C5.	Frequency of Trainings (select 1)	
	<ol style="list-style-type: none"> 1. Once a year 2. Twice a year 3. Every two years 	<ol style="list-style-type: none"> 5. Others: <hr/>

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?
	<p><u>TRAINING FOR PROTECTED AREA MANAGEMENT OFFICE STAFF IN ARREST AND CRIMINAL PROCEDURES.</u></p> <p><u>TRAINING FOR LEARNING ON HOW TO OPERATE TECHNICAL EQUIPMENT, INCLUDING GIS MAPPING AND CAVE ASSESSMENT.</u></p> <p><u>WILDLIFE, WOOD AND LUMBER IDENTIFICATION TRAINING.</u></p> <p><u>PROPER PROCEDURES FOR PREPARING APPREHENSION REPORTS.</u></p>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: 08-09 -ad



Signature over printed name: JHONAS D. RENDON

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:			
	Jacinto G. Gedaca			
A2.	Sex:		A3. Age:	
	<input checked="" type="checkbox"/> Male	2. Female		48
A4.	Contact details:			
	Mobile Number: 09359315066	Email Address:		
A5.	Bureau/Office/Protected Area:			
	DENR CENRO SABLAYAN			
A6.	Position/Designation:			
	PARK RANGER			
A7.	Employment Status:			
	1. Regular/permanent	<input checked="" type="checkbox"/> Contractual	3. Casual	4. Others (please specify): _____
A8.	8.1 Length of Service in the DENR:			
	1. Less than 1 year	<input checked="" type="checkbox"/> 2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
MCWS	PARK ATTENDANT	DENR	2 YEARS	
MCWS	PARK RANGER	DENR	1 YEARS	
A9.	Educational Background:			
	1. Undergraduate Course:	5. Name of school/university:		
	HIGH SCHOOL GRADUATE	NUEVA VALENCIA NATIONAL HIGH SCHOOL		
	2. Graduate Course (MA/PhD):	N/A		
	3. Field/s of specialization:	N/A		
A10.	Relevant PA-related Trainings Attended (in the last 3 years):			
	Name of Training	International or Local	Provider/Organizer	Dates Attended
	SEAMS ORIENTATION AND TRAINING, LOCAL		DENR	APRIL 2018
	ASSESSMENT			

	MOUNTAINEERING GUIDE TRAINING	LOCAL	DEINR		
	CAPACITY BUILDING TRAINING			SEPT. 2020	
	Use additional sheets if necessary.				

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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	
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			
h)	Tenured Migrants and PACBRMA (Sec 23)					X	
i)	Facilities within PA (Sec 24)				X		
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)					X	
B2	Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)				X		
m)	Protected Area Management Plan and PAMB Manual of Operations				X		
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)			X			
p)	Biodiversity Assessment and Monitoring System (BMS)			X			
q)	Communication, Education and Public Awareness (CEPA)				X		
r)	Survey of Protected Area Occupants (SRPAO)				X		
s)	Formulation of PA Bills				X		
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)				X		
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances			X			
y)	Ecotourism				X		
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management					X	
cc)	Inland wetland profiling and management			X			

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

C. Training Methods, Logistics and Requirements

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

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: <hr/> <hr/>		
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: <hr/> <hr/>		
C3.	Preferred Facilitators: (select 2)			
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: <hr/>		
C4.	Preferred Venue: (select 2)			
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: <hr/>		
C5.	Frequency of Trainings (select 1)			
	1. Once a year 2. Twice a year 3. Every two years	5. Others: <hr/>		

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?
	<p><u>BASIC knowledge in PD 705</u></p> <p><u>Wildlife Enforcement Office Training</u></p> <p><u>Training on Cave Assessment</u></p>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: 08-09-2022

Signature over printed name: JACINTO G. GEDACA

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	ENGELBERT D CADABAY				
A2.	Sex:		A3. Age:		
	1. Male <input checked="" type="checkbox"/> 2. Female <input type="checkbox"/>		35		
A4.	Contact details:				
	Mobile Number: 09654305712		Email Address:		
A5.	Bureau/Office/Protected Area:				
	MCWS MT CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	1. Regular/permanent 2. <input checked="" type="checkbox"/> Contractual 3. Casual 4. Others (please specify): _____				
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year 2. 1 to 5 years 3. 5 to 10 years			4. <input checked="" type="checkbox"/> More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	ENUMERATOR	DENR-(MCWS)	6-Months		
MCWS	ENCODER/PARK RANGER	DENR-(MCWS)	9-Months		
MCWS	FOREST PROTECTION OFF	DENR-(MCWS)	3 Months		
MCWS	PARK RANGER	DENR-(MCWS)	12-Months		
A9.	Educational Background:				
	1. Undergraduate Course: N/A		5. Name of school/university: N/A		
	2. Graduate Course (MA/PhD): TEN YEARS, COURSE		WESTMILDORD POLYTECHNIC SCHOOL		
	3. Field/s of specialization: N/A		N/A		
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
	SEAMS ORIENTATION AND TRAINING ASSESSMENT	LOCAL	DENR	APRIL-2018	

	MOUNTAINEERING GUIDE TRAINING	LOCAL DENR	2018	
	CAPACITY BUILDING TRAINING		SEPT. 2020	
	Use additional sheets if necessary.			

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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		
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				
h)	Tenured Migrants and PACBRMA (Sec 23)	X					
i)	Facilities within PA (Sec 24)	X					
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)		X				
k)	Local Government Units (Sec 26)	X					
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)		X				
m)	Protected Area Management Plan and PAMB Manual of Operations			X			
n)	Delineation / Demarcation of Protected Areas	X					
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)		X				
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process		X				
w)	PACBRMA process		X				
x)	Permit issuances			X			
y)	Ecotourism		X				
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process			X			
bb)	Caves and cave management		X			X	
cc)	Inland wetland profiling and management				X		

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	<ol style="list-style-type: none"> 1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit 	<ol style="list-style-type: none"> 6. Practicum / Practical exercises 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	
	<ol style="list-style-type: none"> 1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions 	<ol style="list-style-type: none"> 6. Non-government organizations 7. Invited experts 8. Academe 9. Others: <hr/> <hr/>
C3.	Preferred Facilitators: (select 2)	
	<ol style="list-style-type: none"> 1. In-house: Region 2. In-house: Field 3. HRD 	<ol style="list-style-type: none"> 4. Others: <hr/> <hr/>
C4.	Preferred Venue: (select 2)	
	<ol style="list-style-type: none"> 1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform 	<ol style="list-style-type: none"> 5. Others: <hr/> <hr/>
C5.	Frequency of Trainings (select 1)	
	<ol style="list-style-type: none"> 1. Once a year 2. Twice a year 3. Every two years 	<ol style="list-style-type: none"> 5. Others: <hr/> <hr/>

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?
	BASIC KNOWLEDGE ON PD 705 Wild life Enforcement training

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: 08-09-2022

Signature over printed name: Engelbert C. Cababay

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	MARIO BENEDICTO S. SALVIO				
A2.	Sex:		Age:		
	<input checked="" type="radio"/> 1. Male	2. Female		<input checked="" type="radio"/> 37	
A4.	Contact details:				
	Mobile Number: 09952535336	Email Address: mariobenedictosalvio@gmail.com			
A5.	Bureau/Office/Protected Area:				
	MCWS - MOUNT CALAWITY WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER / GIS				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> 2. Contractual	3. Casual	4. Others (please specify):	_____
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	<input checked="" type="radio"/> 3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWC	GIS/PARK RANGER	DENR	8 MONTHS		
A9.	Educational Background:				
	1. Undergraduate Course:	5. Name of school/university:			
	BACHELOR OF AGRICULTURAL TECHNOLOGY	OMNC LABANGA S.N. Jose			
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
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
	N/A	N/A	N/A	N/A	N/A

Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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		
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		
h)	Tenured Migrants and PACBRMA (Sec 23)			X			
i)	Facilities within PA (Sec 24)				X		
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)					X	
B2	Target - related and other Technical Competencies (with reference to relevant DAOs and BMB IBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)		X				
m)	Protected Area Management Plan and PAMB Manual of Operations			X			
n)	Delineation / Demarcation of Protected Areas	X					
o)	Biodiversity Monitoring System (BMS)		X				
p)	Biodiversity Assessment and Monitoring System (BMS)	X					
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)	X					
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)					X	
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances					X	
y)	Ecotourism						X
z)	ASEAN Heritage Park (AHP) Process						X
aa)	World Heritage Site (WHS) Process						X
bb)	Caves and cave management						X
cc)	Inland wetland profiling and management			X			

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

C. Training Methods, Logistics and Requirements

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

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: _____ _____
G2.	Preferred Resource Persons: (select 4)	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____
C3.	Preferred Facilitators: (select 2)	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____
C4.	Preferred Venue: (select 2)	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years	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?
	BASIC KNOWLEDGE IN PD-705 WILDLIFE ENFORCEMENT TRAINING FLORA AND FAUNA IDENTIFICATION APPREHENSION AND SEIZURE TRAINING ORIENTATION ON ENR POLICIES AND OTHER RELATED POLICIES TO P.A. WOOD IDENTIFICATION

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 9, 2022

Signature over printed name: MARIO BENEDEICTO S. SALVIO

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	LISANDER T. MATOR				
A2.	Sex:		Age:		
	<input checked="" type="radio"/> 1. Male	2. Female			48
A4.	Contact details:				
	Mobile Number: 09263696280	Email Address: N/A			
A5.	Bureau/Office/Protected Area:				
	MT. CALANVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> 2. Contractual	3. Casual	4. Others (please specify):	_____
A8. 8.1 Length of Service in the DENR:					
	1. Less than 1 year	<input checked="" type="radio"/> 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		
MCAWS	PARK RANGER	DEBR	1 YEAR		
A9. Educational Background:					
1. Undergraduate Course:	N/A			5. Name of school/university:	
2. Graduate Course (MA/PhD):	N/A			N/A	
3. Field/s of specialization:	N/A			N/A	
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
	N/A	N/A	N/A	N/A	N/A

	Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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			
f)	Integrated Protected Area Fund (IPAF) (Sec 16)				X		
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)				X		
h)	Tenured Migrants and PACBRMA (Sec 23)			X			
i)	Facilities within PA (Sec 24)				X		
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)					X	
k)	Local Government Units (Sec 26)				X		
B2	Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)					X	
m)	Protected Area Management Plan and PAMB Manual of Operations				X		
n)	Delineation / Demarcation of Protected Areas					X	
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)				X		
q)	Communication, Education and Public Awareness (CEPA)		X				
r)	Survey of Protected Area Occupants (SRPAO)				X		
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances			X			
y)	Ecotourism						
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management					X	

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	<ol style="list-style-type: none"> 1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit 	<ol style="list-style-type: none"> 6. Practicum / Practical exercises 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	
	<ol style="list-style-type: none"> 1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions 	<ol style="list-style-type: none"> 6. Non-government organizations 7. Invited experts 8. Academe 9. Others: <hr/>
C3.	Preferred Facilitators: (select 2)	
	<ol style="list-style-type: none"> 1. In-house: Region 2. In-house: Field 3. HRD 	<ol style="list-style-type: none"> 4. Others: <hr/>
C4.	Preferred Venue: (select 2)	
	<ol style="list-style-type: none"> 1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform 	<ol style="list-style-type: none"> 5. Others: <hr/>
C5.	Frequency of Trainings (select 1)	
	<ol style="list-style-type: none"> 1. Once a year 2. Twice a year 3. Every two years 	<ol style="list-style-type: none"> 5. Others: <hr/>

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?
	<p>PROPER BASIC KNOWLEDGE IN PD-705</p> <p>WILDLIFE ENFORCEMENT TRAINING</p> <p>IDENTIFICATION OF WOODS</p> <p>ITRA LAW</p> <p>DENR POLICIES</p> <p>GIS MAPPING</p> <p>TRAINING ON CARB ASSESSMENT</p>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 9, 2022

Signature over printed name: LESAIDER T. MARIN
LeSAIDER T. MARIN

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	OMAR CHRISTOPHER T. VILAS				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> Male	2. Female		26	
A4.	Contact details:				
	Mobile Number: 09062306600	Email Address: omarchristophervilas@gmail.com			
A5.	Bureau/Office/Protected Area:				
	MT. CALATITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	PARK RANGER	DENR	6 MONTHS		
A9.	Educational Background:				
	1. Undergraduate Course:	5. Name of school/university:			
	DIPLOMA IN INSTRUMENTATION AND CONTROL ENGINEERING TECHNOLOGY	RIZAL TECHNOLOGICAL UNIVERSITY			
	2. Graduate Course (MA/PhD):				
	N/A				
	3. Field/s of specialization:				
	N/A				
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
	N/A	N/A	N/A	N/A	N/A

	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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	
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				
h)	Tenured Migrants and PACBRMA (Sec 23)				X		
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)		X				
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBS)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)				X		
m)	Protected Area Management Plan and PAMB Manual of Operations			X			
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)				X		
q)	Communication, Education and Public Awareness (CEPA)		X				
r)	Survey of Protected Area Occupants (SRPAO)				X		
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process					X	
w)	PACBRMA process						X
x)	Permit issuances			X			
y)	Ecotourism			X			
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management						

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	<input checked="" type="radio"/> 1. Lecture / Discussion with Open Forum <input checked="" type="radio"/> 2. Workshop with Deliverables <input type="radio"/> 3. Case Analysis <input checked="" type="radio"/> 4. Cross / site visit <input type="radio"/> 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	
	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Concerned Bureaus: _____ <input checked="" type="radio"/> 4. DENR Central Office: _____ <input checked="" type="radio"/> 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: <hr/>
C3.	Preferred Facilitators: (select 2)	
	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. HRD	4. Others: <hr/>
C4.	Preferred Venue: (select 2)	
	<input checked="" type="radio"/> 1. In-house: Office <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Hotel + accommodation <input type="radio"/> 4. Virtual platform	5. Others: <hr/>
C5.	Frequency of Trainings (select 1)	
	<input checked="" type="radio"/> 1. Once a year <input type="radio"/> 2. Twice a year <input type="radio"/> 3. Every two years	5. Others: <hr/>

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?
<p>BASIC KNOWLEDGE IN PD 705 TRAINING WILDLIFE ENFORCEMENT OFFICER IDENTIFICATION OF FLORA AND FAUNA ORIENTATION AND ENR POLICIES AND OTHER RELATED TO P.A GIS MAPPING TRAINING IN CAVE ASSESSMENT TRAINING DENR EQUIPMENT LIKE A DRONE</p>	

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 09, 2022


 Signature over printed name: OMAR CHRISTOPHER T. VILLAS

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	KUOSGL A DE LARA				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> Male	2. Female		41	
A4.	Contact details:				
	Mobile Number: 09358790981	Email Address: N/A			
A5.	Bureau/Office/Protected Area:				
	MT CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> 2. Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	PARK RANGER	DENR	7 MONTHS		
MCWS	VOLUNTEER	DENR	ONE YEAR		
A9.	Educational Background:				
	1. Undergraduate Course: N/A	5. Name of school/university: N/A			
	2. Graduate Course (MA/PhD): N/A				
	3. Field/s of specialization: 				
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
	N/A	N/A	N/A	N/A	N/A

	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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		
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	
h)	Tenured Migrants and PACBRMA (Sec 23)			X			
i)	Facilities within PA (Sec 24)			X			
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)					X	
k)	Local Government Units (Sec 26)					X	
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)					X	
m)	Protected Area Management Plan and PAMB Manual of Operations					X	
n)	Delineation / Demarcation of Protected Areas					X	
o)	Biodiversity Monitoring System (BMS)						
p)	Biodiversity Assessment and Monitoring System (BMS)			X			
q)	Communication, Education and Public Awareness (CEPA)				X		
r)	Survey of Protected Area Occupants (SRPAO)						X
s)	Formulation of PA Bills						X
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)						X
v)	SAPA process					X	
w)	PACBRMA process					X	
x)	Permit issuances					X	
y)	Ecotourism						X
z)	ASEAN Heritage Park (AHP) Process						X
aa)	World Heritage Site (WHS) Process						X
bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management						

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

C. Training Methods, Logistics and Requirements

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

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: _____			
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	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?
	<p>BASIC KNOWLEDGE IN PD-705</p> <p>WILDLIFE ENFORCEMENT OFFICER TRAINING</p> <p>IDENTIFICATION OF FAUNA AND FLORA</p> <p>ORIENTATION ON ENR PROCESSES AND OTHER RELATED POLICIES</p> <p>TRAINING ON CAVE ASSESSMENT</p>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: August 09, 2022.

Signature over printed name: Russel A. De Laica

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	VON EDWARD P. VALLESTERO				
A2.	Sex:		A3. Age:		
	<input checked="" type="radio"/> Male	2. Female		25	
A4.	Contact details:				
	Mobile Number: 09273345546	Email Address: vonvallestero12@yahoo.com			
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	3. 5 to 10 years	4. More than 10 years	
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCWS	PARK RANGER	DENR	7 MONTHS		
A9.	Educational Background:				
	1. Undergraduate Course:	5. Name of school/university:			
	BS AIRCRAFT MAINTENANCE TECHNOLOGY	UPHSD			
	2. Graduate Course (MA/PhD):	N/A			
	N/A	N/A			
	3. Field/s of specialization:	N/A			
	N/A	N/A			
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
	N/A	N/A	N/A	N/A	N/A

	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
Use additional sheets if necessary.					

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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	
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				
h)	Tenured Migrants and PACBRMA (Sec 23)					X	
i)	Facilities within PA (Sec 24)			X			
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)					X	
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			
m)	Protected Area Management Plan and PAMB Manual of Operations					X	
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)		X				
p)	Biodiversity Assessment and Monitoring System (BMS)			X			
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)			X			
s)	Formulation of PA Bills					X	
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)			X			
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)					X	
v)	SAPA process				X		
w)	PACBRMA process					X	
x)	Permit issuances					X	
y)	Ecotourism					X	
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management			X			
cc)	Inland wetland profiling and management					X	

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

C. Training Methods, Logistics and Requirements

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

C1.	Preferred Training/Learning Methods: (select 3)	
	<input checked="" type="radio"/> 1. Lecture / Discussion with Open Forum <input type="radio"/> 2. Workshop with Deliverables <input type="radio"/> 3. Case Analysis <input checked="" type="radio"/> 4. Cross / site visit <input type="radio"/> 5. Conference / Summit	<input checked="" type="radio"/> 6. Practicum / Practical exercises <input type="radio"/> 7. Others: <hr/> <hr/>
C2.	Preferred Resource Persons: (select 4)	
	<input checked="" type="radio"/> 1. In-house: Region <input checked="" type="radio"/> 2. In-house: Field <input type="radio"/> 3. Concerned Bureaus: _____ <input type="radio"/> 4. DENR Central Office: _____ <input type="radio"/> 5. Other Regions	<input checked="" type="radio"/> 6. Non-government organizations <input checked="" type="radio"/> 7. Invited experts <input checked="" type="radio"/> 8. Academe <input type="radio"/> 9. Others: <hr/> <hr/>
C3.	Preferred Facilitators: (select 2)	
	<input checked="" type="radio"/> 1. In-house: Region <input type="radio"/> 2. In-house: Field <input checked="" type="radio"/> 3. HRD	<input type="radio"/> 4. Others: <hr/> <hr/>
C4.	Preferred Venue: (select 2)	
	<input checked="" type="radio"/> 1. In-house: Office <input type="radio"/> 2. In-house: Field <input checked="" type="radio"/> 3. Hotel + accommodation <input type="radio"/> 4. Virtual platform	<input type="radio"/> 5. Others: <hr/> <hr/>
C5.	Frequency of Trainings (select 1)	
	<input checked="" type="radio"/> 1. Once a year <input type="radio"/> 2. Twice a year <input type="radio"/> 3. Every two years	<input type="radio"/> 5. Others: <hr/> <hr/>

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?
		<p>PASIC KNOWLEDGE IN PD 705</p> <p>ROLL OUT IN ENIPAS</p> <p>WILDLIFE ENFORCEMENT OFFICER TRAINING</p> <p>TRAININGS OF PAMO STAFF IN APPREHENSION</p> <p>AND SEIZURES PROCEDURES</p> <p>IDENTIFICATION OF FAUNA AND FLORA</p> <p>ORIENTATION ON ENR POLICIES AND OTHER RELATED POLICIES</p>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 09, 2022

Signature over printed name: VON EDUARDO J. VILLESTERO

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	SABANGAN, JASMINE H.				
A2.	Sex:		A3. Age:		
	1. Male	<input checked="" type="radio"/> 2. Female		24	
A4.	Contact details:				
	Mobile Number: 09064682761	Email Address: Jcmnsabangan@gmail.com			
A5.	Bureau/Office/Protected Area:				
	MT. CALANITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	ENVIRONMENTAL MANAGEMENT SPECIALIST I				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> 2. Contractual	3. Casual	4. Others (please specify): _____	
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	<input checked="" type="radio"/> 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		
NCWS	EMS F	DENR	7 MONTHS		
A9.	Educational Background:				
	1. Undergraduate Course: <u>BACHELOR OF SCIENCE IN FORESTRY</u>	5. Name of school/university: <u>NEW VIZCAYA STATE UNIVERSITY</u>			
	2. Graduate Course (MA/PhD): <u>N/A</u>	<u>N/A</u>			
	3. Field/s of specialization: <u>N/A</u>	<u>N/A</u>			
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
	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>

	N/A	PA	N/A	PA	N/A
	PA	N/A	N/A	N/A	N/A
	PA	N/A	N/A	N/A	PA

Use additional sheets if necessary.

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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			
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			
h)	Tenured Migrants and PACBRMA (Sec 23)			X			
i)	Facilities within PA (Sec 24)		X				
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)			X			
k)	Local Government Units (Sec 26)			X			
B2	Target-related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)			X			
m)	Protected Area Management Plan and PAMB Manual of Operations				X		
n)	Delineation / Demarcation of Protected Areas			X			
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)				X		
q)	Communication, Education and Public Awareness (CEPA)	X					
r)	Survey of Protected Area Occupants (SRPAO)			X		X	
s)	Formulation of PA Bills				X		
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X					
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)				X		
v)	SAPA process			X			
w)	PACBRMA process			X			
x)	Permit issuances			X			
y)	Ecotourism				X		
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management			X			
cc)	Inland wetland profiling and management				X		

Select specificed 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.

C. Training Methods, Logistics and Requirements

B3 Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
Provisions of the 1987 Constitution relevant to environmental management				X		
Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management			X			
Under Section 17 of the Local Government Code Environmenta functions devolved to local government units		X				
Indigenous Peoples Rights Act of 1997 (IPRA) (RA 8371)		X				
Revised Forest Code (PD 705)		X				
Wildlife Act (RA 9147)		X				
Cave Act (RA 9072)		X				
National Policy on Biodiversity (EO 578)		X				
Local Government Code (Sections 16, 44, and 447) (RA 7160)		X				
Water Code of the Philippines (PD 1067) and amended IRR of 2005		X				
Philippine Mining Act (RA 7942)		X				
Clean Air Act (RA 8749)		X				
Climate Change Act (RA 9275)		X				
DRM Act (RA 10121)		X				
Fisheries Code (RA 8550)		X				
EcoLogical Solid Waste Management Act of 2000 (RA 9003)		X				
Integrated Coastal Management Policy (EO 533)		X				
Philippine Environmental Impact Statement System (PD 1586)		X				
Establishing the Guidelines for Ecotourism Development (EO 111)		X				
Philippine Development Plan 2017-2022		X				
Ramsar Convention on Wetlands of International Importance Case Analysis		X				
Cross / Site Visit		X				
5. Conference / Summit		X				
6. Non-government organizations In-house: Region		X				
7. Invited experts In-house: Field		X				
8. Academe In-house: Region		X				
9. Others: DENR Central Office: Concemed Bureaus:		X				
10. Other Regions DNER Regional Offices:		X				
11. Preferred Facilitators: (select 2)		X				
12. Preferred Venue: (select 2)		X				
13. Preferred Venue: (select 2)		X				
14. Preferred Venue: (select 2)		X				
15. Preferred Venue: (select 2)		X				
16. Preferred Venue: (select 2)		X				
17. Sustainable Development Goals (SDGs)		X				
18. Convention on Biological Diversity (CBD)		X				
19. Wild Fauna and Flora (CITES)		X				
20. Convention on International Trade in Endangered Species of Fauna and Flora (CITES)		X				
21. Non-government organizations In-house: Field		X				
22. Non-government organizations In-house: Region		X				
23. Preferred Resource Persons: (select 4)		X				
24. Preferred Facilitators: (select 2)		X				
25. Preferred Venue: (select 2)		X				
26. Preferred Venue: (select 2)		X				
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199. Preferred Venue: (select 2)		X				
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201. Preferred Venue: (select 2)		X				
202. Preferred Venue: (select 2)		X				
203. Preferred Venue: (select 2)		X				
204. Preferred Venue: (select 2)		X				
205. Preferred Venue: (select 2)		X				

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?
	<ul style="list-style-type: none"> - Basic knowledge on PD 705 and IPR - Training on Wildlife Enforcement Officer - Orientation on EPIPAS - Basic knowledge/Orientation of issuance of permits related to Protected Area - Orientation on IPR policies and other laws related to PA - workshop on GIS Mapping.

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: August 09, 2022

Signature over printed name: JASMINE H. SABANGAN

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	MA- CELESTINA N. ABETJAR				
A2.	Sex:		Age:		
	1. Male	<input checked="" type="radio"/> 2. Female		33	
A4.	Contact details:				
	Mobile Number: 0926-3936229	Email Address: askcheche24@gmail.com			
A5.	Bureau/Office/Protected Area:				
	Mt. Calavite Wildlife Sanctuary				
A6.	Position/Designation:				
	Office Support Staff				
A7.	Employment Status:				
	1. Regular/permanent	<input checked="" type="radio"/> 2. Contractual	3. Casual	4. Others (please specify):	_____
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year	2. 1 to 5 years	<input checked="" type="radio"/> 3. 5 to 10 years	4. More than 10 years	_____
8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)					
1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years		
MCAWS	Office Support Staff	DENR	6 years		
A9.	Educational Background:				
	1. Undergraduate Course:				5. Name of school/university:
	2. Graduate Course (MA/PhD):				_____
	Bachelor of Science in Commerce Major in Management			Oce. Mindoro National College	
	3. Field/s of specialization:				_____
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
	learning event on the Protected Area Policies and Management for the members of the Protected Area Management Board (PAMBs) and staffs Protected Area Management Office (PAMO's) of registered PAs in the Province of Oce. Mind.	Local	DEARR - Mows, MIBNP, Apo Reef Natural Park	09-24-19 09-27-19	32 hrs.

Use additional sheets if necessary.				

B. Level of Knowledge and Understanding

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

4 = excellent

3 = good

2 = fair

1 = poor

0 = none

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

	Topics	4	3	2	1	0	Level of Priority
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			
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			
h)	Tenured Migrants and PACBRMA (Sec 23)	X					
i)	Facilities within PA (Sec 24)	X					
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)	X					
k)	Local Government Units (Sec 26)	X					
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)				X		
m)	Protected Area Management Plan and PAMB Manual of Operations		X				
n)	Delineation / Demarcation of Protected Areas	X					
o)	Biodiversity Monitoring System (BMS)	X					
p)	Biodiversity Assessment and Monitoring System (BMS)		X				
q)	Communication, Education and Public Awareness (CEPA)		X				
r)	Survey of Protected Area Occupants (SRPAO)		X				
s)	Formulation of PA Bills			X			
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)	X				X	
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)			X			
v)	SAPA process				X		
w)	PACBRMA process			X			
x)	Permit issuances	X					
y)	Ecotourism	X					
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process						
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				

B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management					X	
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management				X		
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code					X	
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)				X		
mm)	Revised Forestry Code (PD 705)						
nn)	Wildlife Act (RA 9147)		X				
oo)	Cave Act (RA 9072)				X		
pp)	National Policy on Biodiversity (EO 578)				X		
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)					X	
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005					X	
ss)	Philippine Mining Act (RA 7942)					X	
tt)	Clean Air Act (RA 8749)			X			
uu)	Clean Water Act (RA 9275)			X			
vv)	Climate Change Act (RA 9729)			X			
ww)	DRRM Act (RA 10121)				X		
xx)	Fisheries Code(RA 8550)				X		
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)				X		
zz)	Integrated Coastal Management Policy (EO 533)				X		
aaa)	Philippine Environmental Impact Statement System (PD 1586)				X		
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)				X		
ccc)	Philippine Development Plan 2017-2022				X		
ddd)	Ramsar Convention on Wetlands of International Importance				X		
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)				X		
fff)	Convention on Biological Diversity (CBD)				X		
ggg)	17 Sustainable Development Goals (SDGs)				X	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)	
	<input checked="" type="checkbox"/> 1. Lecture / Discussion with Open Forum <input checked="" type="checkbox"/> 2. Workshop with Deliverables <input type="checkbox"/> 3. Case Analysis <input checked="" type="checkbox"/> 4. Cross / site visit <input type="checkbox"/> 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: _____ _____
C2.	Preferred Resource Persons: (select 4)	
	<input checked="" type="checkbox"/> 1. In-house: Region <input type="checkbox"/> 2. In-house: Field <input type="checkbox"/> 3. Concerned Bureaus: _____ <input checked="" type="checkbox"/> 4. DENR Central Office: _____ <input type="checkbox"/> 5. Other Regions	6. Non-government organizations <input checked="" type="checkbox"/> 7. Invited experts <input checked="" type="checkbox"/> 8. Academe <input type="checkbox"/> 9. Others: _____
C3.	Preferred Facilitators: (select 2)	
	<input checked="" type="checkbox"/> 1. In-house: Region <input type="checkbox"/> 2. In-house: Field <input checked="" type="checkbox"/> 3. HRD	4. Others: _____
C4.	Preferred Venue: (select 2)	
	<input type="checkbox"/> 1. In-house: Office <input checked="" type="checkbox"/> 2. In-house: Field <input checked="" type="checkbox"/> 3. Hotel + accommodation <input type="checkbox"/> 4. Virtual platform	5. Others: _____ _____
C5.	Frequency of Trainings (select 1)	
	<input type="checkbox"/> 1. Once a year <input checked="" type="checkbox"/> 2. Twice a year <input type="checkbox"/> 3. Every two years <input type="checkbox"/> 4. Every three years	5. Others: _____ _____
C6.	Logistics and Requirements: (select 3)	
	<input checked="" type="checkbox"/> 1. Training/ Reference Materials (printed/digital) <input checked="" type="checkbox"/> 2. Relevant equipment <input type="checkbox"/> 3. Endorsement / Coordination with concerned offices <input checked="" type="checkbox"/> 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?
	<p>Technical Report Writing</p> <p>Operation of Advanced Technology in the Agency</p> <p>Identification of flora and fauna</p>

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed
	LEARNING EVENT	RESOURCE PERSON BUDGET FOR TRAINING

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 22, 2022

Signature over printed name: MA. CECELIA M. RAYON