



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

SEP 01 2022

DENR MIMAROPA RECORDS SECTION

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21 SEP 2022

☐ INCOMING

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DATE NO.

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-asa, Brgy. Payompon, Mamburao, Occidental Mindoro
Email: penroccmin@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

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)

RECORDED

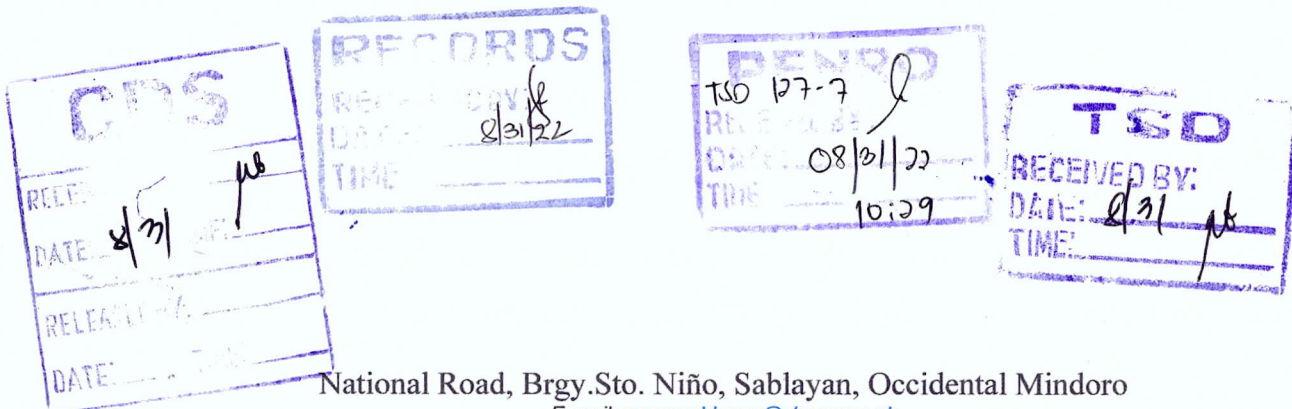
Date: _____
By: _____

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





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.

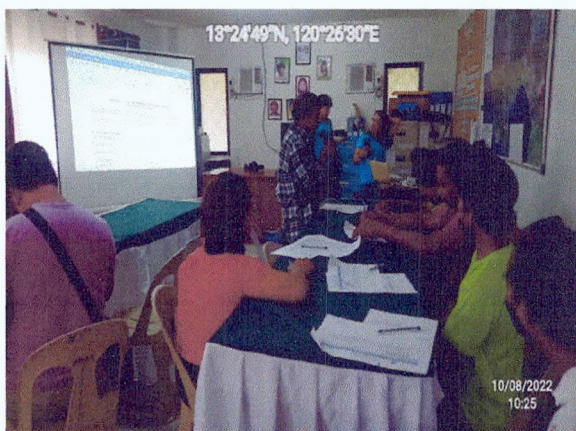
For information and reference.


ARLENE V. FRANCISCO

**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:				A3.	Age:
	1. Male 2. Female					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:					
	1. Regular/permanent 2. Contractual 3. Casual 4. Others (please specify): NGO					
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	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	

	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			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			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	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			
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 DataPrivacy Act of the Philippines.

Date Accomplished: August 15, 2022



Signature over printed name: Grace C. Diamante

TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE
 FOR PROTECTED AREAS

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

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

Submit this accomplished questionnaire on or before _____ at _____

A. Basic Profile of Respondent

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	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)						
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 (if selected, specify source)	5. Others: _____ 1, 2, & 3 _____ _____

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
	Updates	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 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:			A3.	Age:
	<input checked="" type="radio"/> 1. Male 2. Female				56
A4.	Contact details:				
	Mobile Number: 0998-749-8450 Email Address: ppdo-ocemin@g.c.				
A5.	Bureau/Office/Protected Area:				
	PAMD - CALAYITE				
A6.	Position/Designation:				
	PPDC - GOV'S REPRESENTATIVE TO PAMD				
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 PAMD MEMBER)				
	<input type="radio"/> 1. Less than 1 year <input checked="" type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MT CALAYITE	MEMBER	PGOM (PPDO)	4	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	B.S. ELECTRICAL ENG'R			CENTRAL COLLEGES OF THE PHILS	
	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	DHSUD	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				X		
bb)	Caves and cave management				X	2	2
cc)	Inland wetland profiling and management				X		
dd)	Wildlife management				X		
ee)	Research and Special Projects				X		3
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			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: DEWR _____ _____

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?
	ADSDPP & 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 DataPrivacy Act of the Philippines.

Date Accomplished: _____

Signature over printed name: A. DANTIS

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 x		2. Female		

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	4. No. of years	
	MCWS	PAMB Member		1	

A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
				PATTS College of Aeronautics	
	2. Graduate Course (MA/PhD):				
	BS Aeronautical Engineering				
	3. Field/s of specialization:				
	Aviation				

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

	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				
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)		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 unavailable 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	
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?
	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>

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

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: 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 <input type="radio"/> 2. Female				75
A4.	Contact details:				
	Mobile Number:		Email Address:		
	N/A		N/A		
A5.	Bureau/Office/Protected Area:				
A6.	Position/Designation:				
	PUNONG BALAYAN - ULASAN				
A7.	Employment Status:				
	<input 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: (PMB)				
	<input type="radio"/> 1. Less than 1 year <input checked="" type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course:				
	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	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			X	
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)				X		
k)	Local Government Units (Sec 26)						
B2	Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)					X	
m)	Protected Area Management Plan and PAMB Manual of Operations					X	
n)	Delineation / Demarcation of Protected Areas				X		
o)	Biodiversity Monitoring System (BMS)		X			X	
p)	Biodiversity Assessment and Monitoring System (BMS)			X		X	
q)	Communication, Education and Public Awareness (CEPA)			X		X	
r)	Survey of Protected Area Occupants (SRPAO)			X		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	X	
bb)	Caves and cave management				X	X	
cc)	Intend 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: _____ _____ _____
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?
	PAGKAKARON NG KASANAYAN PATUNGKOL SA PAG-GABAY SA MGA TURISTA
	DAGDAG KALAMANAN PATUNGKOL SA PIGSASAAYOS AT PAGGABAY SA MGA KAPWA PRAYA 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 DataPrivacy Act of the Philippines.

Date Accomplished: 08-10-22

Signature over printed name: Atty. Ador P. Pando

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:				
	AROLD C. DUENAS				
A2.	Sex:			A3.	Age:
	1. Male 2. Female				57
A4.	Contact details:				
	Mobile Number: 0995744062		Email Address: arduenas02@gmail.com		
A5.	Bureau/Office/Protected Area:				
A6.	Position/Designation:				
	MEMO. DESIGNATE				
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	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course:			TECHNICAL INSTITUTE OF THE	
	2. Graduate Course (MA/PhD):			PHILIPPINES	
	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)					✓	
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)						
m)	Protected Area Management Plan and PAMB Manual of Operations						
n)	Delineation / Demarcation of Protected Areas				X		
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)					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						
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management					✓	
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	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?
	<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____

Signature over printed name: ARNOLD C. DUTRA

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: <input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female			A3.	Age: 62
A4.	Contact details: Mobile Number: N/A Email Address: N/A				
A5.	Bureau/Office/Protected Area: MT. CALAUITE WILDLIFE SANCTUARY				
A6.	Position/Designation: DUNONG BALAYAN NG HINUGASAN				
A7.	Employment Status: 1. Regular/permanent 2. Contractual 3. Casual 4. Others (please specify): <u>FARMER</u>				
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	IBs - 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	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	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)						
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	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	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				1	X	
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code					1	
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)		T				
mm)	Revised Forestry Code (PD 705)					+	
nn)	Wildlife Act (RA 9147)				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					+	
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)	
	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?
	<div>Orientation SA IADA LAW</div> <div>Orientation SI ERMAS</div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: August 10, 2022 PCW

Signature over printed name: PILING 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:				
	DENR C. SAMBUTAN				
A2.	Sex:			A3.	Age:
	<input checked="" type="radio"/> 1. Male 2. Female				43
A4.	Contact details:				
	Mobile Number:		Email Address:		
	N/A		N/A		
A5.	Bureau/Office/Protected Area:				
	MT- CALAUITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	VICE MAYOR UASAN				
A7.	Employment Status:				
	1. Regular/permanent 2. Contractual 3. Casual 4. Others (please specify): <u>FARMER</u>				
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	
	NEWS	N/A	N/A	N/A	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course:			N/A	
	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	X	
c)	PAMB Operationalization (Sec 10-11)				X	X	
d)	Environmental Impact Assessment (EIA) (Sec 12)					X	
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)	X					
f)	Integrated Protected Area Fund (IPAF) (Sec 16)	X					
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)					X	
h)	Tenured Migrants and PACBRMA (Sec 23)		+				
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				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	
x)	Permit issuances				X	X	
y)	Ecotourism					X	
z)	ASEAN Heritage Park (AHP) Process				X		
aa)	World Heritage Site (WHS) Process				X	X	
bb)	Caves and cave management				X		
cc)	Inland wetland profiling and management				X		

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: _____
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 	<ol style="list-style-type: none"> 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?
	SEMINAR PANGKOL SA IPRA LAW
	SEMINAR PARA MATHO SA PAG-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 DataPrivacy 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:				
	FLORENTE GUILAGID				
A2.	Sex:			A3.	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				40
A4.	Contact details:				
	Mobile Number:		Email Address:		
	N/A		N/A		
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PUNONG BALMAN SAN PABLO				
A7.	Employment Status:				
	<input type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): <u>FARMER</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	
	MWS				
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course:				
	N/A			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	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)					+	
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	
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					+	1
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)	
	<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 	<ol style="list-style-type: none"> 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?
	SEMINAR FOR IMPPALAN

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____ 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. DIMAANO				
A2.	Sex:			A3.	Age:
	1. Male 2. Female				41
A4.	Contact details:				
	Mobile Number: 0964385621		Email Address: albertclimaano@gmail.com		
A5.	Bureau/Office/Protected Area:				
	MCWS				
A6.	Position/Designation:				
	Mayor's Representative / PAMB Member				
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	Mayor's Representative in PAMB	Local Police	6	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course: Bachelor of Science in Office Administration			Omse - Marikina Campus	
	2. Graduate Course (MA/PhD): Master in Disaster Risk Management			Pottery 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)						<i>(select 5)</i>
a)	PA Dis/Establishment Process (Sec 5)		X				X
b)	Management Plans and Management Zones (Sec 8-9)		X				X
c)	PAMB Operationalization (Sec 10-11)		X				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			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)	
	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: <u>1 3 5</u>
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: <u>7 8 9</u>
C3.	Preferred Facilitators: (select 2)	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: <u>2</u>
C4.	Preferred Venue: (select 2)	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: <u>3</u>
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years	5. Others: <u>1</u>

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?
	<div>Additional manpower / barangay PWCWS / Ranger</div> <div>with trainings.</div>

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 & DENR 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 DataPrivacy Act of the Philippines.

Date Accomplished: 08/10/2022

Signature over printed name: Albert X. Almasano

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:				
	EMILIO A. MANABIAN				
A2.	Sex:			A3.	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				62
A4.	Contact details:				
	Mobile Number: 09362946567		Email Address: elandemorian1960@gmail.com		
A5.	Bureau/Office/Protected Area:				
	L.G.U. Paluan Chairman of the Committee on Natural Resources & Env.				
A6.	Position/Designation:				
	S.D. Member				
A7.	Employment Status:				
	<input type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): <u>pledged</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	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	<u>Marine Engineering</u> 2. Graduate Course (MA/PhD):			<u>PMU - Callegas</u>	
	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				x		
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			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	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: _____
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 	<ol style="list-style-type: none"> 5. Others: _____

D. Suggestions for the Enhancement of Capacities for Protected Areas

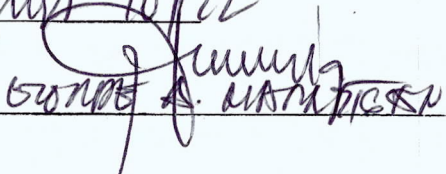
D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: August 10/22

Signature over printed name:  Geronimo A. Manalaysa

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:			A3.	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				56
A4.	Contact details:				
	Mobile Number: 09754342573 Email Address: domingotamayo.11@gmail				
A5.	Bureau/Office/Protected Area:				
	MOUNT CALAVITY WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	MEMBER				
A7.	Employment Status:				
	<input type="radio"/> 1. Regular/permanent <input type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): PRG.Y. CHAIRMAN				
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 checked="" type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCHS	MEMBER	PRG.Y. ALPADOY	12	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	(BACHELOR OF SCIENCE IN BUS. ADMINISTRATION)			DWC - PANJOPE	
	2. Graduate Course (MA/PhD):				
	BSBA - GRADUATED			DWC - PANJOPE	
	3. Field/s of specialization:				
	MAJOR IN ACCOUNTING				
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?
	<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____

Signature over printed name: Dominio A. Tabora 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. <input checked="" type="radio"/> Male 2. <input type="radio"/> 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. <input checked="" type="radio"/> Regular/permanent 2. <input type="radio"/> Contractual 3. <input type="radio"/> Casual 4. Others (please specify): _____				
A8.	8.1 Length of Service in the DENR:				
	1. <input type="radio"/> Less than 1 year 2. <input type="radio"/> 1 to 5 years 3. <input type="radio"/> 5 to 10 years 4. <input type="radio"/> 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:			5. Name of school/university:	
	1. Undergraduate Course:				
	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)						<i>(select 5)</i>
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: _____
C2.	Preferred Resource Persons: (select 4)	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____
C3.	Preferred Facilitators: (select 2)	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____
C4.	Preferred Venue: (select 2)	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____
C6.	Logistics and Requirements: (select 3)	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (If selected, specify source)	5. Others: _____

D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	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 DataPrivacy Act of the Philippines.

Date Accomplished: August 13, 2022

Signature over printed name: PLT DENNIS JC TARIGA

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:				
	MEHARDO T. TOVIANA				
A2.	Sex:		A3.	Age:	
	1. <input checked="" type="radio"/> Male 2. <input type="radio"/> Female			57	
A4.	Contact details:				
	Mobile Number: 09277962554 Email Address: Bugy Hovison, Palawan cc. Mdo.				
A5.	Bureau/Office/Protected Area:				
A6.	Position/Designation:				
	Punong Barangay				
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	PAMB member	DETR DENR	5 yrs.	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course:				
	2. Graduate Course (MA/PhD):				
	High school			Palawan	
	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	
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	
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	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?
	<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: _____

Signature over printed name: Manardo S. Towan

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	4. No. of years	
1	MCWS	TECHNICAL STAFF	DENR	2	
2	MCWS	TECHNICAL SUPPORT STAFF	DENR	PRESENT	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course: 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 SUBIMAN TOURISM SITE	LOCAL	LCU SABuyan / DENR-ERDB	MAY 24-26, 2022	2 24
	BIODIVERSITY ASSESSMENT AND MONITORING SYSTEMS (BAMS) ONLINE LECTURE SERIES- PHYSICAL ASSESSMENT OF TERRESTRIAL AND INLAND / WETLAND ECOSYSTEM	LOCAL	DENR - BAMS	OCTOBER 6, 2022	2

BIODIVERSITY ASSESSMENT AND MONITORING SYSTEM (BAMS) - ONLINE LECTURE SERIES	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 ASSESSMENT	LOCAL	DENR - BMB	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			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			X
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)		X	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					
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				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			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		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?
	<div><div>✓</div><div>Technical writing</div></div> <div><div>✓</div><div>Wildlife enforcement</div></div> <div><div>✓</div><div>Knowledge on the operation of advanced technology for mapping (More operation, GIS)</div></div> <div><div>✓</div><div>Knowledge on the identification of flora and fauna including assessment</div></div>

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 DataPrivacy Act of the Philippines.

Date Accomplished: AUGUST 07, 2022

Signature over printed name:

Enclosure

JOSIE R. CORPUZ

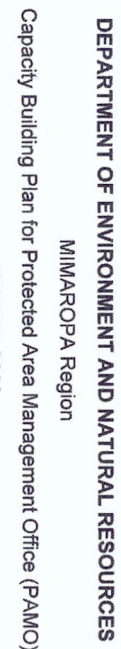
CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	TARGET LEARNERS			SCHEDULE										BUDGET (Php)	
			NO.	OFFICERS	POSITIONS	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032		2033
8. Training on Basic Photography	To provide basic knowledge on photography	Acquired proper knowledge 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 PAMO Staff in 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:

Josie R. Corpuz
 JOSIE R. CORPUZ
 ECOMS I/Technical Support Staff

Checked:

Arlene V. Francisco
 ARLENE V. FRANCISCO
 Planning Officer III/PASu, MCWS



MIMAROPA Region

FY 2023-2033

[illegible]



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			SCHEDULE											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 Alipaoy, 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 Alipaoy, 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 Alipaoy, 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 Alipaoy, Harrison & Mananao, OMSC, IPs	20	various												322,200.00

Prepared by:

Josie R. Corpuz
JOSIE R. CORPUZ
ECOWS I/Technical Support Staff

Checked:

Arlene V. Francisco
ARLENE V. FRANCISCO
Planning Officer III/PA Su, 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:				
	<div style="display: flex; justify-content: space-around;"> 1. Male 2. Female </div>				
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 IIVPASU				
A7.	Employment Status:				
	<div style="display: flex; justify-content: space-between;"> 1. Regular/permanent 2. Contractual 3. Casual 4. Others (please specify): _____ </div>				
A8.	8.1 Length of Service in the DENR:				
	<div style="display: flex; justify-content: space-around;"> 1. Less than 1 year 2. 1 to 5 years 3. 5 to 10 years 4. More than 10 years </div>				
	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
	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			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)	
	<div> <div>1.</div> <div>Lecture / Discussion with Open Forum</div> </div> <div> <div>2.</div> <div>Workshop with Deliverables</div> </div> <div> <div>3.</div> <div>Case Analysis</div> </div> <div> <div>4.</div> <div>Cross / site visit</div> </div> <div> <div>5.</div> <div>Conference / Summit</div> </div>	<div> <div>6.</div> <div>Practicum / Practical exercises</div> </div> <div> <div>7.</div> <div>Others:</div> <div></div> <div></div> <div></div> </div>
C2.	Preferred Resource Persons: (select 4)	
	<div> <div>1.</div> <div>In-house: Region</div> </div> <div> <div>2.</div> <div>In-house: Field</div> </div> <div> <div>3.</div> <div>Concerned Bureaus: _____</div> </div> <div> <div>4.</div> <div>DENR Central Office: _____</div> </div> <div> <div>5.</div> <div>Other Regions</div> </div>	<div> <div>6.</div> <div>Non-government organizations</div> </div> <div> <div>7.</div> <div>Invited experts</div> </div> <div> <div>8.</div> <div>Academe</div> </div> <div> <div>9.</div> <div>Others:</div> <div></div> <div></div> <div></div> </div>
C3.	Preferred Facilitators: (select 2)	
	<div> <div>1.</div> <div>In-house: Region</div> </div> <div> <div>2.</div> <div>In-house: Field</div> </div> <div> <div>3.</div> <div>HRD</div> </div>	<div> <div>4.</div> <div>Others:</div> <div></div> <div></div> <div></div> </div>
C4.	Preferred Venue: (select 2)	
	<div> <div>1.</div> <div>In-house: Office</div> </div> <div> <div>2.</div> <div>In-house: Field</div> </div> <div> <div>3.</div> <div>Hotel + accommodation</div> </div> <div> <div>4.</div> <div>Virtual platform</div> </div>	<div> <div>5.</div> <div>Others:</div> <div></div> <div></div> <div></div> </div>
C5.	Frequency of Trainings (select 1)	
	<div> <div>1.</div> <div>Once a year</div> </div> <div> <div>2.</div> <div>Twice a year</div> </div> <div> <div>3.</div> <div>Every two years</div> </div> <div> <div>4.</div> <div>Every three years</div> </div>	<div> <div>5.</div> <div>Others:</div> <div></div> <div></div> <div></div> </div>
C6.	Logistics and Requirements: (select 3)	
	<div> <div>1.</div> <div>Training/ Reference Materials (printed/digital)</div> </div>	<div> <div>5.</div> <div>Others:</div> </div>

	<div><div>2.</div>Relevant equipment</div> <div><div>3.</div>Endorsement / Coordination with concerned offices</div> <div><div>4.</div>Budgetary Requirements <small>(if selected, specify source)</small></div>	<div></div> <div></div> <div></div>
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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?
	<div>Technical and Report Writing (CSW)</div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>

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: castillomarites924@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:			5. Name of school/university:	
	1. Undergraduate Course:			DWCC of CALAPAN, OR. MIND.	
	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	LOCAL	DENR	APR-2018	16

	MOUNTAINEERING GUIDE TRAINING	LOCAL	DENR	2018	8
	PLANNING WORKSHOP IN PREPARATION OF ECOTOURISM PLAN	LOCAL	DENR	2020	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
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			X		
d)	Environmental Impact Assessment (EIA) (Sec 12)						
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)		X	X			
f)	Integrated Protected Area Fund (IPAF) (Sec 16)						
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				
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: _____ _____
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?
	<div>→ Basic Knowledge on PD 705</div> <div>→ Wildlife Enforcement Officers Training</div> <div>→ Training on how to operate technical equipment, including GIS mapping & cane assessment.</div>

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 DataPrivacy Act of the Philippines.

Date Accomplished: August 9, 2022

Signature over printed name: MARITES M. CASTILLO

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:				
	JOLLY O. MANCILLA				
A2.	Sex:		A3.	Age:	
	<input checked="" type="radio"/> Male <input type="radio"/> Female			58	
A4.	Contact details:				
	Mobile Number: 0975 654 7122		Email Address:		
A5.	Bureau/Office/Protected Area:				
	DENR CENRO SABLAYAN				
A6.	Position/Designation:				
	FOREST MANAGER				
A7.	Employment Status:				
	<input checked="" type="checkbox"/> Regular/permanent <input type="checkbox"/> Contractual <input type="checkbox"/> Casual <input type="checkbox"/> Others (please specify): _____				
A8.	8.1 Length of Service in the DENR:				
	<input type="checkbox"/> 1. Less than 1 year <input type="checkbox"/> 2. 1 to 5 years <input type="checkbox"/> 3. 5 to 10 years <input checked="" type="checkbox"/> 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 MANAGER	DENR	2003 - 2014	
	MCWS	FOREST MANAGER	DENR	2017 - 2018	
	MCWS	FOREST MANAGER	DENR	2018 - 2019	
	MCWS	FOREST MANAGER	DENR		
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course: N/A			BUZMAN INSTITUTE	
	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			
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)						
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)						
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: _____
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 	<ol style="list-style-type: none"> 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?
	WEO P.D. 705 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 DataPrivacy Act of the Philippines.

Date Accomplished: AUG - 09 - 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:			A3.	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 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:				
	<input type="radio"/> 1. Regular/permanent <input checked="" 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 type="radio"/> 1. Less than 1 year <input checked="" type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	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):				
	BACHELOR OF SCIENCE IN INFORMATION TECHNOLOGY			OMSC	
	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	LOCAL	DENR	2018	8
	CAPACITY BUILDING TRAINING	LOCAL	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		
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: _____ _____
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

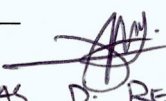
D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<u>TRAINING FOR PROTECTED AREA MANAGEMENT OFFICE</u> <u>STAFF IN ARREST AND CRIMINAL PROCEDURES.</u>
	<u>TRAINING FOR LEARNING ON HOW TO OPERATE TECHNICAL</u> <u>EQUIPMENT, INCLUDING GIS MAPPING AND CAVE ASSESSMENT.</u>
	<u>WILDLIFE, WOOD AND LUMBER IDENTIFICATION TRAINING.</u>
	<u>PROPER PROCEDURES FOR PREPARING APPREHENSION REPORTS.</u>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: 08-09-22

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:				
	Jacinio G. Gedaca				
A2.	Sex:		A3.	Age:	
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 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:				
	<input type="radio"/> 1. Regular/permanent <input checked="" 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 type="radio"/> 1. Less than 1 year <input checked="" type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCWS	PARK ATTENDANT	DENR	2 YEARS	
	MCWS	PARK RANGER	DENR	1 YEARS	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course:			NUEVA VALENCIA NATIONAL HIGH SCHOOL	
	HIGH SCHOOL GRADUATE 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
	SEAMS ORIENTATION AND TRAINING ASSESSMENT	LOCAL	DENR	APRIL 2018	

	MOUNTAINEERING GUIDE TRAINING	LOCAL	DENR		
	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: _____ _____ _____
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?
	<div>Basic knowledge in PD 705</div> <div>Wildlife Enforcement Office Training</div> <div>Training on Cave Assessment</div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: 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 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:		5. Name of school/university:		
	N/A		N/A		
	2. Graduate Course (MA/PhD):		WEST MIDORD POLYTECHNIC SCHOOL		
	TOW YEARS, COURSE				
	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	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				
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	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: _____ _____ _____
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?
	<div>BASIC KNOWLEDGE ON PD 705</div> <div>Wild life Enforcement training</div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: 08-09-2022

Signature over printed name:

Engelbert C

 ENGELBERT D 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:		A3.	Age:	
	1. <input checked="" type="radio"/> Male 2. Female			37	
A4.	Contact details:				
	Mobile Number: 09952535336		Email Address: mariobenedictosalvio@gmail.com		
A5.	Bureau/Office/Protected Area:				
	MCWS - MOUNT CALAVITY WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARKRANGER / GIS				
A7.	Employment Status:				
	1. Regular/permanent <input checked="" 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:				
	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 SAN 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 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)						
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)				1		
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?
	<div>BASIC KNOWLEDGE IN PD-705</div> <div>WILDLIFE ENFORCEMENT TRAINING</div> <div>FLORA AND FAUNA IDENTIFICATION</div> <div>APPREHENSION AND SEIZURE TRAINING</div> <div>ORIENTATION ON ENV POLICIES AND OTHER RELATED POLICIES TO P.A</div> <div>WOOD IDENTIFICATION</div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 9, 2022

Signature over printed name: MARIO BENEDICTO 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:				
	LYSANDER T. MARINO				
A2.	Sex:			A3.	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				48
A4.	Contact details:				
	Mobile Number:		Email Address:		
	0926 3696280		N/A		
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	<input type="radio"/> 1. Regular/permanent <input checked="" type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
A8.	8.1 Length of Service in the DENR:				
	<input type="radio"/> 1. Less than 1 year <input checked="" type="radio"/> 2. 1 to 5 years <input type="radio"/> 3. 5 to 10 years <input type="radio"/> 4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
	MCAUS	PARK RANGER	DENR	1 YEAR	
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						
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					f	
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)	
	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

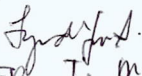
D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<div><div>PROPER BASIC KNOWLEDGE IN PD 705</div><div>WILDLIFE ENFORCEMENT TRAINING</div><div>IDENTIFICATION OF WOODS</div><div>ITRA LAW</div><div>DENR POLICIES</div><div>GIS MAPPING</div><div>TRAINING ON CAVE ASSESMENT</div></div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 9, 2022

Signature over printed name:  LTSAIDER T. MARINO

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. VILLAS				
A2.	Sex:			A3.	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 2. Female				26
A4.	Contact details:				
	Mobile Number: 09062306600		Email Address: omarchristopheruiks@gmail.com		
A5.	Bureau/Office/Protected Area:				
	MT. CALAYITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	<input type="radio"/> 1. Regular/permanent <input checked="" type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
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	
	MCWS	PARK RANGER	DENR	6 MONTHS	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	DIPLOMA IN INSTRUMENTATION AND CONTROL ENGINEERING TECHNOLOGY			FIZAL 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	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)	
	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

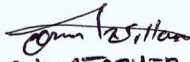
D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<div>BASIC KNOWLEDGE IN PD 705</div> <div>TRAINING WILDLIFE ENFORCEMENT OFFICER</div> <div>IDENTIFICATION OF FLORA AND FAUNA</div> <div>ORIENTATION AND ENR POLICIES AND OTHER RELATED TO P.A</div> <div>GIS MAPPING</div> <div>TRAINING ON CAVE ASSESSMENT</div> <div>TRAINING DENR EQUIPMENT LIKE A DRONE</div>

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 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:				
	KUNSEL A DE LARA				
A2.	Sex:			A3.	Age:
	<input checked="" type="radio"/> 1. Male <input type="radio"/> 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:				
	<input type="radio"/> 1. Regular/permanent <input checked="" 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	
	MCWS	PARK RANGER	DENR	7 MONTHS	
	MCWS	VOLUNTEER	DENR	ONE YEAR	
A9.	Educational Background:			5. Name of school/university:	
	<input checked="" type="radio"/> 1. Undergraduate Course: N/A			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	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	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 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 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 1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____ _____
C4.	Preferred Venue: (select 2)	
	① 1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____ _____
C5.	Frequency of Trainings (select 1)	
	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 WILD LIFE ENFORCEMENT OFFICER TRAINING IDENTIFICATION OF FAUNA AND FLORA ORIENTATION ON ENR POWERS AND OTHER RELATED POLICIES TRAINING ON CAVE ASSESSMENT

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: August 09, 2022.

Signature over printed name: Russel A De La Cruz

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"/> 1. Male <input type="radio"/> 2. Female				25
A4.	Contact details:				
	Mobile Number: 09273345546		Email Address: vonvallesterok@yahoo.com		
A5.	Bureau/Office/Protected Area:				
	MT. CALAVITE WILDLIFE SANCTUARY				
A6.	Position/Designation:				
	PARK RANGER				
A7.	Employment Status:				
	<input type="radio"/> 1. Regular/permanent <input checked="" type="radio"/> 2. Contractual <input type="radio"/> 3. Casual <input type="radio"/> 4. Others (please specify): _____				
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	
	MCWS	PARK RANGER	DENR	7 MONTHS	
A9.	Educational Background:			5. Name of school/university:	
	1. Undergraduate Course:			UPHSD	
	BS AIRCRAFT MAINTENANCE TECHNOLOGY				
	2. Graduate Course (MA/PhD):			N/A	
	1				
	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

	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	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	
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)						
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	
x)	Permit issuances				X	X	
y)	Ecotourism				X		
z)	ASEAN Heritage Park (AHP) Process					X	
aa)	World Heritage Site (WHS) Process					X	
bb)	Caves and cave management			X			
cc)	Intend 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)	
	<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 	<ol style="list-style-type: none"> 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?
	PASIC KNOWLEDGE IN PD 705 ROLL OUT IN ENIPAS WILDLIFE ENFORCEMENT OFFICER TRAINING TRAININGS OF PAMO STAFF IN APPREHENSION AND SEIZURES PROCEDURES IDENTIFICATION OF FAUNA AND FLORA ORIENTATION ON ENR POLICIES AND OTHER RELATED POLICIES

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

Thank you for agreeing to answer this survey form.

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

Date Accomplished: AUGUST 09, 2022

Signature over printed name: VON EDUARDO V. VALESTERO

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, JASMIPE H.				
A2.	Sex:			A3.	Age:
	1. Male <input checked="" type="radio"/> 2. Female				24
A4.	Contact details:				
	Mobile Number: 09064682761		Email Address: jsmnsabangan@gmail.com		
A5.	Bureau/Office/Protected Area:				
	M T . CALAVITE 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	
	MCWS	EMS I	DENR	7 MONTHS	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	BACHELOR OF SCIENCE IN FORESTRY			NUEVA VIZCAYA STATE 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

	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		X	
s)	Formulation of PA Bills						
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
iii)	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:
C2.	Preferred Resource Persons: (select 4)		
C3.	Preferred Facilitators: (select 2)		
C4.	Preferred Venue: (select 2)		
C5.	Frequency of Trainings (select 1)		

C1.	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.	1. In-house: Region 2. In-house: Field 3. DENR Central Office: 4. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others:	
C3.	1. In-house: Region 2. In-house: Field 3. HRD	4. Others:	
C4.	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others:	
C5.	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">- Basic knowledge on PD 705 and IPR- Training on wildlife enforcement officer- Orientation on ENIPAS- Basic knowledge / Orientation of issuance of permits related to protected area.- Orientation on EPP 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 ^{family} 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.

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Submit this accomplished questionnaire on or before _____ at _____.

A. Basic Profile of Respondent

A1.	Name of the respondent:				
	MA- CECILIA M. ABETAR				
A2.	Sex:			A3.	Age:
	1. Male 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 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	
	Maws	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 legislated PAs in the Province of Occ. Mind.	Local	DENR - Maws, 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.

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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						
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	

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: _____ _____ _____

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?
	<div>Technical Report Writing</div> <div>Operation of Advanced Technology on GIS mapping</div> <div>Identification of flora and fauna</div>

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 DataPrivacy Act of the Philippines.

Date Accomplished: AUGUST 22, 2022

Signature over printed name: MA. CECILIA M. ABETAR