



Republic of the Philippines  
**Department of Environment and Natural Resources**  
PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES OFFICE  
PROVINCE OF PALAWAN

Bgy. Sta. Monica, Puerto Princesa City, Palawan

EMAIL : [penropalawan@denr.gov.ph](mailto:penropalawan@denr.gov.ph)

TelFax No. (048) 433-5638/ 434-8791

May 31, 2023

MEMORANDUM

FOR : The Regional Executive Director  
DENR -MIMAROPA Region  
1515 DENR By The Bay Building, Roxas Boulevard  
Barangay 668, Ermita, Manila

THRU : The Assistant Regional Director  
for Management Services

FROM : The Provincial Environment and  
Natural Resources Officer


SUBJECT : ACCOMPLISHMENT REPORT/MEANS OF VERIFICATION  
(MoV) UNDER OFFICE PERFORMANCE COMMITMENT AND  
REVIEW (OPCR)


Respectfully forwarded are the memoranda on various dates with regards to the Individual Learning Reports of the following personnel:

CENR OFFICE	Name of Participants	Title of Training/Workshop Attended	Inclusive Dates
Taytay, Palawan	Voltaire M. Delos Angeles	Specialized Course on Environmental Law Enforcement	April 12- May 12, 2023
Quezon, Palawan	Rosalyn S. Jasmin	Alternative Dispute Resolution Basic Skills Training	May 7-12, 2023
Brooke's Point, Palawan	Anselma M. Fuentes Laarni R. Bolido	Learning event on Mount Mantalingahan Protected Landscape (MMPL) Business Planning	May 9-11, 2023

For information and record.

For the PENRO “

  
ALEXANDER E. MANCIO  
SVEMS/Executive Assistant  
In-Charge, Office of the PENRO

DENR-PALAWAN  
PENRO-RECORDS  
**RELEASED**  
By:   
Date: 12 JUN 2023 CN 23-1589



Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
**Taytay-El Nido, Palawan**  
by the National Highway, Poblacion, Taytay, Palawan 5312  
Mobile: 0926-505-9335 <sup>TM</sup> 0912-171-3889 TNT  
Email: cenrotaytay@denr.gov.ph

DENR PENRO  
PALAWAN RECORDS  
RECEIVED

May 23, 2023

MEMORANDUM

BY: [Signature]  
DATE: 05/23/2023 CN 23-495

**FOR** : The Provincial Environment and Natural Resources Officer-Palawan  
**FROM** : The Community Environment and Natural Resources Officer  
**SUBJECT** : **ACCOMPLISHMENT REPORT/MEANS OF VERIFICATION (MoV)**  
**UNDER OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)**

Activity	Learning and Development Intervention			
Performance Indicator	Individual Learning Report submitted			
Frequency of Submission	ANA			
Current Submission	Individual learning report, equivalent to CN 3277 in the EDATS dated May 22, 2023 of Forest Technician I Voltaire M. delos Angeles for Specialized Course on Environmental Law Enforcement held last April 16 to May 12, 2023 at ENR Academy, Caranglan, Nuea Ecija			
Gender and Development (GaD) Data	Male = 1 Female = 0 LGBTQCIA+ = 0 Prefer not to say = 0 This only pertains to herein participant from this Office, delos Angeles.			
Age Grouping	60 and above	18-59	17 and below	TOTAL
	0	1	0	1
Environmental Management System (EMS) Compliance	<ul style="list-style-type: none"><li>✓ Compliant to <b>5S</b> organization techniques (<b>SORT</b> – keep only necessary items, <b>SET IN ORDER</b> – arrange items to promote efficient workflow, <b>SHINE</b> – clean the work area so it is neat and tidy, <b>STANDARDIZE</b> – set standards for a consistently organized workplace, and <b>SUSTAIN</b> – maintain and review standard)</li><li>✓ No single use plastic used</li><li>✓ PENRO Memorandum Order 2023-001 dated February 21, 2023</li></ul>			

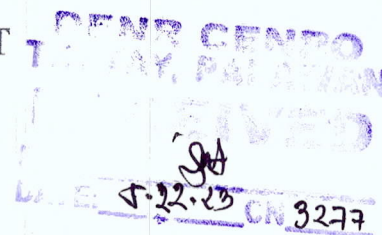
This is our **Means of Verification (MoV)** on the activity. Please confirm your receipt hereof. Thank you.

DENR CENRO  
TAYTAY, PALAWAN  
RELEASED  
BY: [Signature]  
DATE: 05/23/2023 CN 1954

CONRADO M. CORPUZ



# INDIVIDUAL LEARNING REPORT



Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	VOLTAIRE M. DELOS ANGELES
<b>Office/Service:</b>	DENR-CENRO TAYTAY, PALAWAN
<b>Training Title:</b>	SPECIALIZED COURSE ON ENVIRONMENTAL LAW ENFORCEMENT
<b>Learning Providers:</b>	DENR CENTRAL OFFICE TDD-HRDS
<b>Inclusive Dates:</b>	APRIL 16-MAY 12, 2023
<b>Venue:</b>	ENR ACADEMY, CARRANGLAN, NUEVA ECIJA

## I. EVALUATION OF THE COURSE:

### • Technical Content:

- This Specialized Course on Environmental Law Enforcement has a direct impact in our Organization's productivity and performance. The learning event gives the learners a better understanding of their responsibilities and the knowledge and skills they need to do the job. This will improve their confidence which can positively impact performance.
- This learning event is unique and important in Environmental Law Enforcement activities.

### • Impression/Comments:

- I would like to take this opportunity to thank my ever supportive CENR Officer, Condrado M. Corpuz for his recommendation for me to be part of the Specialized Course on Environmental Law Enforcement. At first, I am hesitant to join due to long duration the learning event. But I told to myself that I need to learn more and equip myself pertaining to Environmental Law Enforcement.
- Subject matter experts are well-knowledgeable of their topics and the discussion are very clear and it is not boring because they let the learners participate. We really learned a lot.
- Life in the Environment and Natural Resources Academy (ENRA) is tough but they will give every learners excellent learning experiences.

## II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

The training is very relevant to the work/function of the undersigned learner because it provides guidance in the protocols, processes and enforcement of environmental laws.

## III. RECOMMENDATIONS:

- It is highly recommended by the undersigned to conduct capacity building for enforcement personnel (MES & PAMO) of CENRO-TAYTAY as well as the members of Multi-sectoral Forest Protection Committee (MFPC) to enhance their capabilities in preventing, detecting, stopping, and combating illegal forest activities and intensifying the enforcement of environmental laws and policies in its administrative jurisdiction through participatory involvement of all law enforcement agencies.
- Conduct communication, education and public awareness (CEPA) regularly in all barangays

particularly within hotspot areas.

#### IV. POST LEARNING ACTION PLAN/PROPOSAL:

Proposed Plan/Activity/Output	Time Frame
Come up with Re-Entry Action Plan (STRENGTHENING THE RELATION AND COLLABORATION OF MULTI-SECTORAL FOREST PROTECTION (MFPC) MEMBERS IN THE SUPPRESSION OF ILLEGAL ENVIRONMENTAL ACTIVITIES WITHIN THE AREA JURISDICTION OF CENRO-TAYTAY, PALAWAN)	Within 2 <sup>nd</sup> Quarter of 2023
Fulfillment of the Re-Entry Action Plan	Within this year

#### Part 2 (To be prepared by the Supervisor)

How will you support the post Learning Action/Proposal?

**The learner shall attend the Multi-sectoral Forest Protection Committee on May 24-25, 2023 to present the current situation of Law Enforcement within the jurisdiction of CENRO Taytay-El Nido. He shall recommend strategies and knowledge gained from the learning event.**

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

**Yes**

Would you be willing to send him/her again to other training/seminar/conference?

Yes   /   No        Others       

If yes, please specify course:

**Wood identification, scaling, grading and assessment of forest product training**

Submitted by:

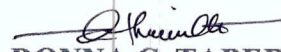
  
**VOLTAIRE M. DELOS ANGELES**

Learner

May 18, 2023

Date

Noted/Confirmed by:

  
**DONNA C. TABERNILLA**  
Forester II/OIC-Chief MES



## PHOTO DOCUMENTATION





## PHOTO DOCUMENTATION





## PHOTO DOCUMENTATION



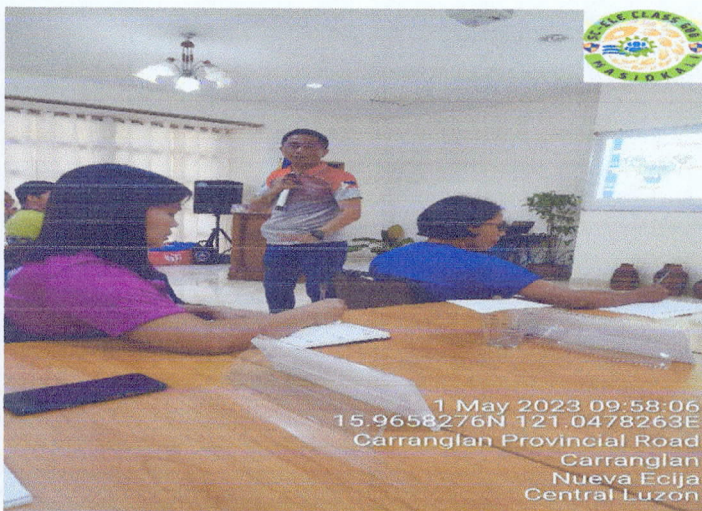


## PHOTO DOCUMENTATION



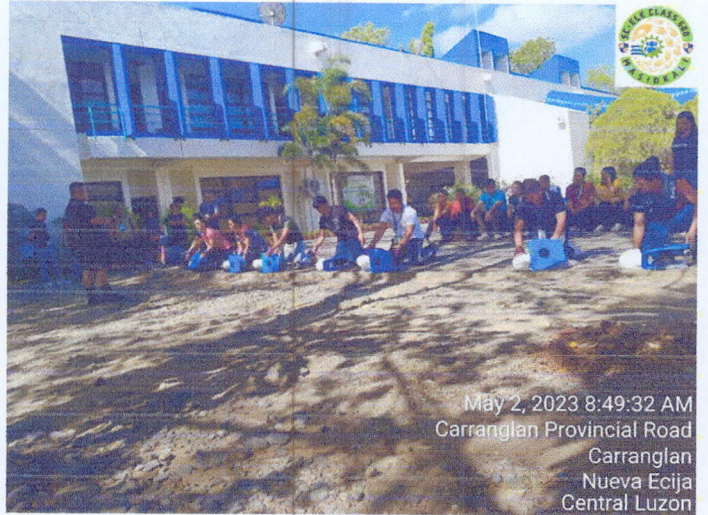


## PHOTO DOCUMENTATION





## PHOTO DOCUMENTATION





## PHOTO DOCUMENTATION







Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
National Highway, Bgy. Alfonso XIII, Quezon, Palawan  
Email: cenroquezon@denr.gov.ph

May 18, 2023

**MEMORANDUM**

**FOR :** The Provincial Environment and  
Natural Resources Officer  
Sta. Monica, Puerto Princesa City

**FROM :** The Community Environment and  
Natural Resources Officer  
Quezon, Palawan

**SUBJECT :** **INDIVIDUAL LEARNING REPORT ON ALTERNATIVE  
DISPUTE RESOLUTION BASIC SKILLS TRAINING.**

**DENR PENRL  
PALAWAN RECORDS  
RECEIVED**

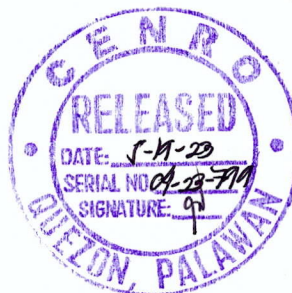
BY: *[Signature]*  
DATE: *05-18-2023* *23-4822*

Respectfully forwarded is the Individual Learning Report of **LMO II ROSALYN S. JASMIN** who attended Alternative Dispute Resolution Basic Skills Training on May 7-12, 2023 at Canyon Wood Resort Club, Laurel, Batangas.

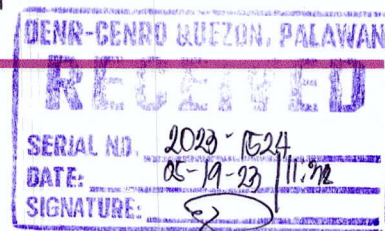
The said training is important to learn how to handle/mediate walk in client in the office to settle their land conflict.

For your information and record.

**MA. TERESA V. AYSON**  
SrEMS/Acting DMO IV  
Officer-In-Charge







## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	Rosalyn S. Jasmin
<b>Office/Service:</b>	CENRO Quezon, Palawan
<b>Training Title:</b>	Alternative Dispute Resolution Basic Skills Training
<b>Learning Providers:</b>	Conflict Resolution (CoRe) Group Foundations
<b>Inclusive Dates:</b>	May 7-12, 2023
<b>Venue:</b>	Canyon Woods Resort Club, Laurel, Batangas

### I. EVALUATION OF THE COURSE:

- Technical Content:**

A sort of test was given to all participants for us to know ourselves. A lot more exercises/activities were done to fully know oneself and understand others. The test and activities revealed the different behaviors and personalities of the participants.

Because of our diversity, often conflict arises. All of us has values, but what affect most of our behaviors are the **programs** instilled in us by our parents, teachers, friends and others.

The subjects were all essential. The objectives, processes involved in mediation and the important skills a mediator must have, were fully discussed.

Every morning, we were encouraged to give our reflection on the previous discussions. It helps us see the lessons conveyed in every particular exercise. Various exercises, funny games and activities were done and video clips were shared, for us to learn easier and understand better what the lesson is all about. Mock mediation was also done, participants playing the role of disputants and mediator.

Over and over, it was emphasized that communication is important.



- **Impression/Comments:**

The Learning Providers for the ADR Basic Skills Training has amazing performance.  
**The knowledge I gained from this training is something I will not forget.**

I learned that *behavior* may come from *Values* and *Programs*. Oftentimes, it's the "program" that makes someone react instantly without thinking of the consequences it would bring and sometimes it ruin opportunities and relationship. Now I came to understand more and am so grateful that this training is applicable not only in my workplace but also in my own home/family. I learned a lot.

## **II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:**

Conflicts are everywhere. There are a lot of land claims and conflicts in RPS sector. The learning event is very much relevant and applicable not only in my work in the DENR as a whole, but to my home/family and the community where I belong.

## **II. RECOMMENDATIONS:**

It is recommended that aside from the practicum, a follow-through orientation trainings be conducted particularly in harmonizing DENR's policies and issuances into ADR.

Likewise, additional personnel should attend face-to-face ADR trainings.

## **IV. POST LEARNING ACTION PLAN/PROPOSAL:**

<b>Proposed Plan/Activity/Output</b>	<b>Time Frame</b>
Conduct of Re-echo, of the highlights of learnings, during the Monday forum	May to December 2023



**2 (To be prepared by the Supervisor)**

How will you support the post Learning Action/Proposal?

**To give time for the participants of this learning event to discuss and share the important information to all employees during Monday Forum.**

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

**Yes.**

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Would you be willing to send him/her again to other training/seminar/conference?


**Yes**   /        **No**             **Others**       

If yes, please specify courses.

**Any seminars or refresher courses related to ADR and Leadership trainings that will enhance her capabilities necessary in discharging her duties and responsibilities.**

Submitted by:

Noted/Confirmed by:

  
**ROSALYN S. JASMIN**  
Attendee  
May 18, 2023

**For the CENRO:**

MA. TERESA V. AYSON  
SREMS/ADMO IV/  
In-Charge, Office of the CENRO





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

May 23, 2023

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

THRU : The Provincial Environment and  
Natural Resources Officer  
Puerto Princesa City, Palawan

FROM : The Community Environment and  
Natural Resources Officer

SUBJECT : **SUBMISSION OF INDIVIDUAL LEARNING REPORT**

**DENR PENRL  
PALAWAN RECORDS  
RECEIVED**

BY: [Signature]  
DATE: May 24, 2023 03:47:09

In compliance with the Regional Special Order No. 247, series of 2020, we are submitting herewith the Individual Learning Report on the training, *re: "Learning Event on Mount Mantalingahan Protected Landscape (MMPL) Business Planning Workshop"*, conducted by USAID-SIBOL on May 9-11, 2023 at Sunlight Guest Hotel, Puerto Princesa City, attended by the following personnel, to wit:

1. Sr. ECOMS Anselma M. Fuentes
2. F1 Laarni R. Bolido

For information and record.

[Signature]  
**LEONARD T. CALUYA**



**RELEASED**

DATE: MAY 24 2023

BY: [Signature]

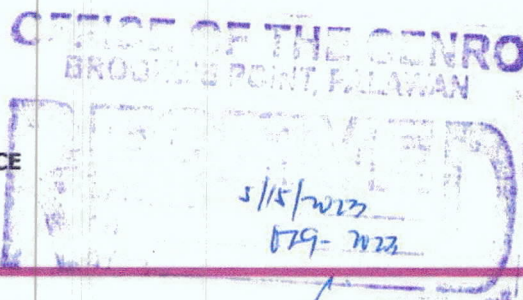
DATE: 2023-05-23

M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; [cenrobrkspt@gmail.com](mailto:cenrobrkspt@gmail.com)





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com



## INDIVIDUAL LEARNING REPORT

Part I (To be prepared by the participant)

<b>Name of Participant:</b>	LAARNI R. BOLIDO
<b>Office/Service:</b>	DENR-CENRO BROOKE'S POINT, PALWAN
<b>Training Title:</b>	LEARNING EVENT ON MOUNT MANTALINGAHAN PROTECTED LANDSCAPE (MMPL) BUSINESS PLANNING WORKSHOP
<b>Learning Providers:</b>	USAID-SIBOL
<b>Inclusive Dates:</b>	May 9-11, 2023
<b>Venue:</b>	Sunlight Guest Holtel Puerto Princesa City

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

1. Validation Conservation and Management targets identified within Protected Area Management Plan
2. Conduct business planning within Protected Area
3. Provided the participants with the understanding and identified issues, concerns, for the implementation of the Protected area activities
4. Identified the new implementing guidelines that can help in the effective implementation of the activities and deliver relevant Protected Area programs and services in time.

- **Impression/Comments:**

- The speaker from USAID-SIBOL had done a great job
- All the topics that has been presented and discussed were all useful, fruitful and important for the business planning
- The speaker during the event tried her best and imparted their knowledge and experiences to help and guide regarding the business planning within the Protected Area

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

As one of the DENR personnel implementing the programs, projects and activities in order to enhance awareness on budgeting and management in Protected area concerns, among the topics and discussion regarding the MMPL Business plan and management plan, is one of the most beneficial, interesting and valuable topics that was shared. It also gives idea to the participants how to plan or manage the resources within the Protected Area and further broaden the knowledge on guidelines/tools in Business Planning.

### III. RECOMMENDATIONS:

I, recommend that this type of learning event should be support and strengthen the capabilities of technical skills in the project management and another workshop for phase 2

### IV. POST LEARNING ACTION PLAN/PROPOSAL:

1. Prepare participants for business plan and demonstrate an understanding of the key terms and concepts around business planning for biodiversity ecosystem and eco-service conservation.
2. Funding, Budgeting, implementation and regular monitoring of the proposed projects, programs, and activities of the protected area
3. Presentation of the proposed business plan of the Protected area (per municipality targets)



Proposed Plan/Activity/Output	Time Frame
<ul style="list-style-type: none"> <li>Apply knowledge/ insights learned from the learning event.</li> </ul>	

**Part 2 (To be prepared by the Supervisor)**

How will you support the post Learning Action/Proposal?

Provide technical support and regular monitoring of the implementation of programs, project and the action plan/PA.

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

Yes

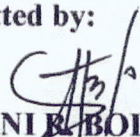
Would you be willing to send him/her again to other training/seminar/conference?

Yes ✓      No      Others

If yes, please specify courses.

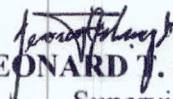
Any training that can provide her continuous improvement to implement efficiently the tasks and responsibilities given to her.

Submitted by:

  
**LAARNI R. BOLIDO**  
 Attendee

May 15, 2023  
 Date

Noted/Confirmed by:

  
**LEONARD J. CALUYA**  
 Supervisor



## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

5/12/2023  
028-7023

<b>Name of Participant:</b>	Anselma M. Fuentes
<b>Office/Service:</b>	DENR-CENRO Brooke's Pont, Palawan
<b>Training Title:</b>	Learning Event on Mount Mantalingahan Protected Landscape (MMPL) Business Planning Workshop
<b>Learning Providers:</b>	USAID-SIBOL
<b>Inclusive Dates:</b>	May 9-11, 2023
<b>Venue:</b>	Sunlight Guest Hotel Puerto Princesa City

### I. EVALUATION OF THE COURSE:

- Technical Content:**

- Validation of Conservation and management targets identified in the Protected Area Management Plans.
- Conduct business planning in line with Protected Area management plans (logical framework, activity-based cost, accounting financial analysis and revenue generations; options).
- Action and implementation planning for sustainable Protected Area.
- Prescribing the guidelines on the Issuance of Provisional Agreement for all tenure instruments issued under Forestry Sector.
- Provided the participants with the understanding and identified issues, concerns, and constraints that encountered in the implementation of the Protected Area activities, targets, programs and projects.
- Identified the new implementing guidelines that can help in the effective implementation of the activities and deliver relevant Protected Area programs and services on time.

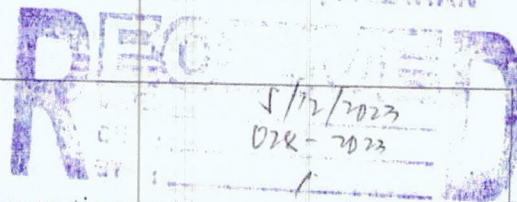
- Impression/Comments:**

- It is very timely, the need of technical skills of field personnel on the job of protecting the ecosystem, and the protected area, the participants were obviously become participative and cooperative in the open forum and discussion.
- To review, discuss and explained the Protected Area policies, laws, rules, regulations and guidelines to be implemented in our area of jurisdiction
- The USAID-SIBOL had done a great job in formulating and conducting said Learning Event, participated in by Local Government Unit (LGU's from the Municipalities of Rizal represented by MENRO/MPDO, Bataraza with no rep. Quezon-represented by Planning Officer and PAMO/MMPL Sofronio Espanola-represented by MENRO with Staff and LGU- represented by MPDO and MENRO, Brookes Point with DENR-CENRO, Chief, CDS and CBFM Desk Officer in DENR- CENRO, Brookes Point, Palawan
- The presentation of the lectures/guidelines were brief and concise with updating lectures thru power point presentation headed by USAID- SIBOL

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

- The learning event was very useful and helpful to the Section Chiefs participants, and this is essential /necessary for the smooth implementation and successful accomplishments of the targets/activities for Protected Area and ecosystems.
- Upgrade and sustain functional capacity of equipment and facilities and ensure efficient utilization of financial resources.
- It is of great help to implement the detailed IMPLAN for Protected Area management plans including operational and budget requirements development framework, and identification of funding gap for the implementation of the management plans, and identification of potential additional source of revenue.
- It is relevant in the organizational, group and individual needs of every government employees.



**III. RECOMMENDATIONS:**

- I recommend that this type of learning event should be continuous to support and strengthen the capabilities of technical & communication skills in the project management, leadership, developmental & conservation activities
- Strict implementation, close monitoring and evaluation on all DENR-CENRO targets/activities.

**IV. POST LEARNING ACTION PLAN/PROPOSAL:**

Proposed Plan/Activity/Output	Time Frame
<p>The learning event activities/targets contains the learning and development needs of the Section Chiefs and Staff in the field Offices Prepare participants for business planning and distinguish between PA management plan and business plan and demonstrate an understanding of the key terms and concepts around business planning for biodiversity ecosystems and eco-services conservation.</p> <p>Funding, Approval, implementation and regular monitoring of the Proposed Projects, programs &amp; activities of the Protected Area</p> <p>“ Torn between mandate to protect and mandate to sustain.”</p>	5 years – CY 2024 to CY 2028

**Part 2 (To be prepared by the Supervisor)****How will you support the post Learning Action/Proposal?**

Provided technical support and regular monitoring of the implementation of program, projects and the action/PA strategic plan for the strict implementation of the activity in coordination with MIMAROPA- Region, DENR-PENRO, Palawan and Planning Management Division/Section.

Demonstrate an understanding of the processes involved in business planning in general and business planning for Protected Area, translating Protected Area management plans into business plans

**Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?**

The actual application of the skills and knowledge gained in the training/learning event. Learned more about the development framework, different policies, laws, rules, regulations and implementing guidelines and evaluation, performance measurement, career development and training.

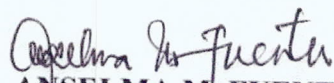
**Would you be willing to send him/her again to other training/seminar/conference?**

Yes \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

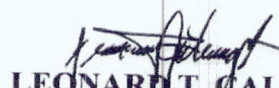
**If yes, please specify courses.**

Management Development Training, GAD Database Management and Analysis, Wetlands Resources and Coastal Hazard Management, Protected Area Critical Habitat Wetlands Law Enforcement and Society of Filipino Foresters, Inc. (SFFI) Conference/Convention and Leadership Management Development training,

**Submitted by:**

  
**ANSELMA M. FUENTES**  
Attendee

**Noted/Confirmed by:**

  
**LEONARD T. CALUYA**  
Supervisor

May 12, 2023

Date