



DEPARTMENT OF
ENVIRONMENT AND
NATURAL RESOURCES

MEMORANDUM

TO : All Bureau Directors and Heads of Attached Agency

ATTENTION : The Chief, Human Resource Management Division

FROM : The OIC-Director, FMS and Authorized Signatory,
Office of the Management and Technical Services

SUBJECT : **Second Monitoring of Foreign Scholarship Program (FSP)'s
Grantees for CY 2002-2003**

DATE : **JAN 14 2005**

After the concluding report on the first study of DENR grantees' post-scholarship activities for CY 2000-2001 entitled "Life After Graduation (LAG; Life After Attendance (LAA), the Human Resource Development Service is now on its second monitoring of the foreign scholarship program's grantees for CY 2002-2003.

The study will focus on the impact and/or effects of the scholarship program to the grantee's work; organization; and re-entry plan including innovations that were introduced.

We have enclosed questionnaires for distribution to previous grantees of scholarship programs (master or doctoral) and short-term training courses for them to accomplish (Please refer to attached list). Kindly submit the accomplished forms on or before 01 February 2005 to the OIC Director, Human Resource Development Service for complete staff work.

For your information and action.


WILFREDO J. OBIEN

MEMO
20

Foreign Scholarship Program
Monitoring Questionnaire

To the DENR Scholar Respondent:

We are conducting a "Monitoring of Graduated Scholars under DENR Foreign Scholarship Program" to determine the impact and/or effects of the scholarship program on your work; organization; and re-entry plan including innovations. Your answers will serve as inputs towards the improvement of the DENR Foreign Scholarship Program.

Please accomplish the attached questionnaire as completely as possible and return to us soonest. Your answers will be treated with utmost confidentiality. Thank you.

Career Management Division
Human Resource Development Service

A. PERSONAL INFORMATION

Name: _____

Sex: _____ Date of Birth: _____

Present Position: _____ Years in Position: _____

Present Designation: _____ Years in Designation: _____

Office (Section/Division/Service)

Title of Scholarship Grant: _____

Academic Institution: _____

Sponsor: _____

Venue: _____

Duration: _____

Year Graduated: _____

Position held before scholarship grant: _____

B. APPLICABILITY OF THE SCHOLARSHIP PROGRAM

1. Did you have a re-entry plan?
_____ Yes (Please proceed to Q. 2)
_____ No (Please proceed to Q. 4)

2. What was the subject of your re-entry plan?

(Please proceed to Q. 3)

3. Were you able to implement it?

_____ Yes (Please proceed to Q. 3.1) _____ No (Please proceed to Q. 3.3)

3.1 If Yes, approximate extent of implementation:

_____ 25% _____ 75%
_____ 50% _____ 100%

Describe briefly the major activities/stages of re-entry plan implementation:

3.2 Aside from re-entry plan implementation, what did you undertake to apply the learnings from your scholarship grant?

3.2.1 Activities:

3.2.2 Innovations:

Please proceed to Item C

3.3 Factors/Reasons for non-implementation (Pls. Cite critical instances for each factor):

3.3.1 Lack of support from superiors

3.3.2 Lack of support from peers

3.3.3 Lack of support from subordinates

3.3.4 Financial/budgetary constraints

3.3.5 Time constraints

3.3.6 Others, please specify

3.4 Having been unable to implement your re-entry plan, what did you undertake to apply the learnings gained from the scholarship/training?

4. With no re-entry plan to implement, how were you able to apply the learnings from the scholarship grant/training upon return to your office?

4.1 Undertook the following activities:

4.2 Introduced the following innovations:

C. EFFECTS OF THE PROGRAM ON CAREER AND JOB

1. What were the effects of the scholarship on your career in the DENR:
(Please check)

- 1.1 Promoted
- 1.2 Not promoted but given additional assignment
- 1.3 Designated to a higher position
- 1.4 Transferred to another office related to field of specialization

2. What were the effects of the scholarship to your job in the DENR? (Please check as many, citing specific examples)

- 2.1 Strengthened linkages/network with other agencies
- 2.2 Improved quality of work
- 2.3 Increased output
- 2.4 Demoralized

D. RELEVANCE OF THE COURSE/PROGRAM

1. Please rate the program according to the following (Please encircle):

1.1 Relevance of course to present duties and responsibilities

High

Medium

Low

1.2 Usefulness of the course to DENR

High

Medium

Low

Thank you for your cooperation.

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

ERDB

Name	Office	Position	Course	Duration	Venue
1. Jose Isidro Michael T. Padin	ERDB	Sci. Res. Splst. II	Reg'l Trng. Course on Aspects of Invertebrate Taxonomy with Special Reference to Less Wellknown Groups	Jul 2-Aug 12, 2002	Indonesia
2. Rosalinda S. Reaviles	ERDB	Sr. Sci. Res. Splst.	Trng. Course on Seed Biology and Procurement	Aug 4-30, 2002	Vietnam
3. Maria DP. Dayan	ERDB	Sr. Sci. Res. Splst.	Trng. Course on Seed Biology and Procurement	Aug 4-30, 2002	Vietnam
4. Evangeline T. Castillo	ERDB	Supvsng Sci. Res. Splst.	Asean Postdoctoral Fellowship Program	Nov 1, 2002- Apr 30, 2003	Korea
5. Veronica O. Sinohin	ERDB	Sr. Sci. Res. Splst.	Risk Assessment Trng.	Apr 28-May 2, 2003	U.S.A.

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

FMB

Name	Office	Position	Course	Duration	Venue
1. Gerardo T. Cabrerros	FMB	Forest Mgmt. Specialist	Trade Promotion Strategy for Asian Countries	Jul 22-Aug 3, 2002	Korea
2. Arvie Tirso G. Caancan	FMB	Sr. Forest Mgmt. Splst.	Forest Management	Aug 20-Nov 17, 2002	Japan
3. Jesus A. Javier	FMB	Forest Mgmt. Splst.	Forest Management	Dec 2-14, 2002	Japan
4. Nonito M. Tamayo	FMB	Sr. Forest Mgmt. Splst.	Int'l Trng. Prog. on Forest Certification	May 11-30, 2003	Sweden
5. Bonifacio R. Rabang	FMB	Sr. Forest Mgmt. Splst.	GTC: Planning and Mgmt. of Nat'l Mapping and Surveying	Sep 30, 2003-Jul 25, 2004	Japan
6. Domingo T. Bacalla	CBFM, FMB	Chief	Study on Watershed Mgmt. in Upper Magat and Cagayan River Basin	Oct 20-Nov 1, 2003	Japan
7. Nestor A. Bambalan	FMB	Sr. Forest Mgmt. Splst.	FRA Nat'l Correspondents Trng. Session on Assessing and Monitoring Forest Land Use and Changes	Nov 7-21, 2003	Italy

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

LMB

Name	Office	Position	Course	Duration	Venue
1. Arthur T. Tenazas	LMB	LMO IV	Master of Laws	Jan 15, 2003- Aug 5, 2004	Australia

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

PAWB

Name	Office	Position	Course	Duration	Venue
1. Virgilio G. Sagun, Jr.	PAWB	Biologist I	Tri-Nat'l Trng. Prog. on Sea Turtle Biology and Conservation	Mar 27- Apr 4, 2002	Indonesia
2. Josefina L. de Leon	PAWB	Supvsng Ecosystems Mgmt. Splst.	Strategic Planning w/s for a Tri-Nat'l Sea Turtle Conservation Prog. for Indonesia, Malaysia and the Philippines	Apr 1-3, 2002	Malaysia and the Philippines
3. Nancy R. Corpuz	PAWB	Ecosystems Mgmt. Splst. II	Reg'l Trng. Course on Aspects of plant Taxonomy on Biodiversity Inventory and Conservation of Protected Ecosystems in Southeast Asia	Jul 7-Aug 17, 2002	Indonesia
4. Rizalita R. Edpalina	PAWB	Ecosystems Mgmt. Splst.	Research Study Tour (Extended)	April 2001-Mar 2003 (Extended: Mar 2003-Mar 2005)	Japan
5. Sarah Jane G. Tagtag	PAWB	Computer Operator II	Biodiversity Information Sharing and Data Mgmt Course	Mar 2-15, 2003	Thailand
6. Digno C. Garcia	PAWB	Forester I	Master In Public Policy	Jun 8, 2003-Jul 31, 2004	Australia

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

EMB

Name	Office	Position	Course	Duration	Venue
1. Elsie P. Cesar	EMB C.O.	Sci. Res. Splst. II	Advanced Int'l Trng. Prog. on Env'tl Impact Assessment	May 13-Jun 14, 2002	Sweden
2. Margarita T. Caridad	EMB C.O.	Engineer III	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env'tl Mgmt.	Jun 10-Aug 8, 2002	Japan
3. Edwin Romel N. Navaluna	EMB C.O.	Spvng. Env'tl Mgmt. Splst.	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env'tl Mgmt.	Jun 10-Aug 8, 2002	Japan
4. Perseveranda F. J. Otico	EMB C.O.	Sr. Env'tl Mgmt. Splst.	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env'tl Mgmt.	Jun 10-Aug 8, 2002	Japan
5. Pura Vita G. Pedrosa	EMB C.O.	Sci. Res. Splst. II	Trng. on Sustainable Dev't Process Simulation, Analysis, Optimization and Control	Jul 8-18, 2002	Thailand
6. Miguel B. Diangan, Jr.	EMB C.O.	Engineer III	Int'l Trng. Course on Urban and Industrial Solid Waste Mgmt.	Aug 19-27, 2002	Thailand
7. Luis Fidel B. Ronquillo	EMB C.O.	Engineer II	CFP: The Acid Deposition Monitoring Network in East Asia	Oct 7-Dec 15, 2002	Japan
8. Petra U. Aguilar	EMB C.O.	Engineer IV	Individual Trng. on Acid Deposition	Oct 14-Nov 9, 2002	Japan
9. Jean N. Rosete	EMB C.O.	Engineer IV	Manager Course of the Technology Transfer Project on Clean Coal Technology	Oct 13-30, 2002	Japan
10. Julian D. Amador	EMB C.O.	Director	Government of Japan's Two-Week Study Tour	Jan 21-Feb 1, 2003	Japan
11. Ella S. Deocadiz	EMB C.O.	Sci. Res. Splst.	JICA Counterpart Training Prog. on Env'tl Policy	Feb 11-21, 2003	Japan
12. Vicente R. Diaz	EMB C.O.	Sr. Sci. Res. Splst.	Risk Assessment Trng.	Apr 28-May 2, 2003	U.S.A.
13. Ma. Fatima Anneglo R. Molina	EMB C.O.	Sr. Sci. Res. Splst.	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env'tl Mgmt.	Jun 2-Aug 7, 2003	Japan
14. Solon C. Ratillo	EMB C.O.	Sr. Env'tl Mgmt. Splst.	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env'tl Mgmt.	Jun 2-Aug 7, 2003	Japan
15. Esperanza A. Sajul	EMB C.O.	Supvsng Env'tl Mgmt. Splst.	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env'tl Mgmt.	Jun 2-Aug 7, 2003	Japan
16. Vilma T. Cabading	EMB C.O.	Sci. Res. Splst. II	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env'tl Mgmt.	Jun 2-Aug 7, 2003	Japan
17. Jannet S. Yanto	EMB C.O.	Sci. Res. Splst. II	GTC: Urban Solid Waste Mgmt II	Aug 11-Oct 26, 2003	Japan
18. Ma. Lourdes P. Vargas	EMB C.O.	Sci. Res. Splst. I	GTC: Acid Deposition Monitoring Network in East Asia	Oct 13-Dec 21, 2003	Japan
19. Michico Venus A. Navaluna	EMB C.O.	Supvsng Env'tl Mgmt. Splst.	Trng. Prog. on Int'l Standardization Course under APEC Trng. Prog. Scheme-Advanced Course with Current Topics (ENST-1)	Oct 29-Nov 4, 2003	Japan

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

MGB

Name	Office	Position	Course	Duration	Venue
1. Reymund V. Abundo	MGB	Sci. Res. Splst. II	JICA Counterpart Trng. On Mineral Resource Exploration Technology	Jan 28 - Mar 1, 2002	Japan
2. Lutgardo S. Laraño	MGB	Sr. Sci. Res. Splst.	Trng. Prog. of the DCMG-IV Proj: Groundwater and Geothermal Database	Nov 19-22, 2002	Thailand
3. Jose A. Ocampo	MGB	Sci. Res. Splst. II	GTC: Hydrographic Survey (Internationally Accredited Category B Course) II	May 6-Dec 14, 2003	Japan
4. Yolanda M. Aguilar	MGB	Supvsng Sci. Res. Splst.	Month Long Research on the Dev't. of Standard Fossil Reference Materials in the Philippines	Nov 16-Dec 16, 2003	Japan

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

NAMRIA

Name	Office	Position	Course	Duration	Venue
1. Rosalino C. de los Reyes	NAMRIA	Lieutenant Senior Grade	JICA Counterpart Trng. Prog. on "Electronic Navigational Chart System Mgmt."	Feb 5-Mar 9, 2002	Japan
2. Lionel L. Cerezo	NAMRIA	Commissioned Officer	GTC: Hydrographic Survey (Int'l. Accredited Category B Course) II	May 7-Dec 15, 2002	Japan
3. Erwin S. Mataro	NAMRIA	Remote Sensing Technologist	GTC: Remote Sensing Technology	May 7-July 15, 2002	Japan
4. Lorelei E. Peralta	NAMRIA	Proj. Evaluation Officer III	2 nd Trng. Course of Space Technology and Remote Sensing Applications of AP-MCSTA	Jul 11-Aug 10, 2002	China
5. Joselito T. Reasol	NAMRIA	Info. Technology Officer III	Advanced Int'l Trng. Prog. on Land Administration and Geographical Information	Aug 26-Oct 4, 2002	Sweden
6. Gemma J. Asis	NAMRIA	Info. Systems Analyst III	Advanced Int'l Trng. Prog. on Land Administration and Geographical Information	Aug 26-Oct 4, 2002	Sweden
7. Romeo G. Haz	NAMRIA	Engineer II	CFP: Electronic Navigational Chart Data Producing for the Republic of the Philippines	Sep 3-Dec 1, 2002	Japan
8. Dante R. Dimallbot	NAMRIA	Seaman 1 st Class	CFP: Electronic Navigational Chart Data Producing for the Republic of the Philippines	Sep 3-Dec 1, 2002	Japan
9. Raul M. Arellano	NAMRIA	Engineer II	CFP: Electronic Navigational Chart Data Producing for the Republic of the Philippines	Sep 3-Dec 1, 2002	Japan
10. Herbert L. Catapang	CGSD-NAMRIA	Lt. Commander	Electronic Navigational Charts "ENC) Mgmt.	Feb 11-May 15, 2003	Japan
11. Alan M. Nepomuceno	NAMRIA	Geophysicist II	CFP: Electronic Navigational Chart Data Producing for the Republic of the Philippines	Sep 2-Nov 29, 2003	Japan
12. Arlan D. De Leon	NAMRIA	Geophysicist II	CFP: Electronic Navigational Chart Data Producing for the Republic of the Philippines	Sep 2-Nov 29, 2003	Japan
13. Stephen N. Bolaños	NAMRIA	Seaman 3 rd Class	CFP: Electronic Navigational Chart Data Producing for the Republic of the Philippines	Sep 2-Nov 29, 2003	Japan
14. Melanie P. Palec	NAMRIA	Engineer II	GTC: Global Mapping: Application for GIS for Sustainable Dev't.	Sep 30-Dec 14, 2003	Japan
15. Rene G. Eclarino	NAMRIA	Chief, Oceanographic Survey Div.	Seventh 10C/Westpac Trng. Course on North-East Asian Reg'l-Global Ocean Observing System (near-GOOS) Data Mgmt.	Nov 10-21, 2003	Japan
16. Olivia Molina	NAMRIA	Chief, Land Classification Div.	Reg'l Trng. Workshop on Land-Cover Mapping	Dec 1-6, 2003	Thailand

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

LLDA

Name	Office	Position	Course	Duration	Venue
1. Calixto R. Cataquiz	LLDA	General Manager	Study Tour	Mar 17-23, 2002	The Netherlands
2. Alicia E. Bongco	LLDA	Division Chief	Study Tour	Mar 17-23, 2002	The Netherlands
3. Jesus Nathaniel S. Masangkay	LLDA	Engineer I	Study Tour	Mar 17-23, 2002	The Netherlands
4. Angelita C. Rivera	LLDA	Sr. Env'tl Mgmt. Splst.	JICA-KOICA: Restoration of Freshwater Environment by Eco-Sound Technology	Nov 21-Dec 21, 2002	Korea
5. Leo L. Pagdingalan	LLDA	Env'tl Mgmt. Splst. II	GTC: Technology for Inspection of Water Pollution in Urban Areas II	May 20-Jul 19, 2003	Japan
6. Haidee C. Peñero	LLDA	Community Development Officer II	Japanese Grant Aid for Human Resource Dev't. Scholarship (JDS) Proj.-MA in Public Administration	CY 2003-2005 starting Jul 1, 2003	Japan

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

NRDC

Name	Office	Position	Course	Duration	Venue
1. Rainier I. Manalo	NRDC	Unit Head, Resource Mgmt. and Ecology	Int'l Trng. on the Breeding and Conservation of Endangered Species	Mar 12-Jul 14, 2003	United Kingdom

2002-2003 Grantees of Foreign Scholarships (E.O. 367)

NWRB

Name	Office	Position	Course	Duration	Venue
1. Susan P. Abaño	NWRB	Engineer IV	Preparation and Maintenance of Hydrological Archives Training Course	Oct 13-17, 2003	Malaysia

Ms
20