



DEPARTMENT OF  
ENVIRONMENT AND  
NATURAL RESOURCES

**MEMORANDUM**

**TO :** The Regional Executive Directors/Regional Directors  
DENR Regions 1-12, CAR, CARAGA and NCR

**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**

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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**

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# 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

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### 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?

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(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:

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

3.2.1 Activities:

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3.2.2 Innovations:

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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

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3.3.2 Lack of support from peers

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3.3.3 Lack of support from subordinates

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3.3.4 Financial/budgetary constraints

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3.3.5 Time constraints

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3.3.6 Others, please specify

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

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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:

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4.2 Introduced the following innovations:

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**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)**

NCR

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Wilma Feliza R. Uyaco	EMB NCR	Sr. Env'tl Mgmt. Splst.	GTC: Technology for Green House Gases (GHG) Emission Mitigation	Jun 10-Jul 29, 2002	Japan
2. Glandelli Corazon P. Abenojar	EMB NCR	Env'tl Mgmt. Splst. II	Env'tl Workshop on POPs	Aug 1-24, 2002	Korea
3. Teresa S. Salanguit	NCR	Sr. Sci. Res. Splst.	Marine Env'tl Conservation for APEC Member Countries	Aug 12-31, 2002	Korea
4. Arnold N. Villados	EMB-NCR	Sr. Env'tl Mgmt. Splst.	Oil Spill Crisis Mgmt.	Jun 27-Jul 10, 2003	Korea
5. Catalina G. Garinggarao	NCR	Supvsng Eco Systems Mgmt. Splst.	Wildlife Crime Investigation Course	Sep 8-19, 2003	Thailand

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

CAR

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Edison Vergara	CAR	Forester I	Master Plan Study for the Watershed Mgmt. in the Upper Magat and Cagayan River Basin	Mar 25-Apr 14, 2002	Japan
2. Noel M. Barrientos	CAR	Sr. Forest Mgmt. Splst.	Trng. Programme on Leadership and Adaptive Mgmt in Forest Environments	Sep 9, 2002 (11 weeks)	The Netherlands
3. Joyce Ann A. Mangsat	EMB CAR	Env't'l Mgmt. Splst. II	Masters Programme in Env't'l Science and Technology	Oct 17, 2002 (12 months)	The Netherlands
4. Paquito T. Moreno, Jr.	EMB CAR	Env't'l Mgmt. Splst.	Advanced Int'l Trng. Prog. on Env't'l Impact Assessment	May 5-Jun 5, 2003	Sweden
5. Prospero A. Calagan	EMB CAR	Env't'l Mgmt. Splst. II	MSc. in Environmental Diagnostic	Oct 2003-Sept 2005	England
6. Jerry A. Marave	MGB CAR	Legal Officer III	Japanese Grant Aid for Human Resource Dev't. Scholarship (JDS) Proj-Master of Laws	CY 2003-2005 starting Jul 1, 2003	Japan
7. Ester L. Aguilar	EMB CAR	Env't'l Mgmt. Splst. II	Env't'l Sci. and Technology	Oct 13, 2003 (11 and half mos.)	The Netherlands

**2002-2003 Grantees of Foreign Scholarships (E.O. 367)****Region 1**

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Benedicto O. Molano	EMB R-1	Supvsng Envt'l Mgmt. Splst.	TGC: Technology for Green House Gas Emission Mitigation	Jan 21-Mar 4, 2002	Japan
2. Allan V. Barcena	R-1	Attorney V	Environmental Issues in the Asian Region and the Suitable Envt'l Policies	Oct 15-29, 2002	Korea
3. Leduina S. Co	R-1	Planning Officer III	Globalization and Political Economy of Labour Gender and Social Movements: Human Rights Perspective	Dec 4-18, 2002	India



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

Region 2

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Benjamin C. Rosillo	R-2	LMO IV	JICA's Graduate Prog. on Int'l Relations	Mar 4, 2002-Mar 31, 2004	Japan
2. David S. Yanguas	R-2	Forest Ranger	Master Plan Study for the Watershed Mgmt. in the Upper Magat and Cagayan River Basin	Mar 25-Apr 14, 2002	Japan
3. Delia A. Baculanta	R-2	Forester II	Master Plan Study for the Watershed Mgmt. in the Upper Magat and Cagayan River Basin	Mar 25-Apr 14, 2002	Japan
4. Wenceslao R. Castillo	R-2	Forester I	Master Plan Study for the Watershed Mgmt. in the Upper Magat and Cagayan River Basin	Mar 25-Apr 14, 2002	Japan
5. Bernardo B. Valiente	R-2	Forest Mgmt. Splst. III	Follow-up Workshop on Forest Mgmt.	May 14-27, 2002	Korea
6. Eduardo V. Ragaza	R-2	Sr. Ecosystems Mgmt. Splst.	Short Course on Strengthening Reg'l and Subreg'l Planning Systems	Aug 12-Sep 24, 2002	Philippines and Australia
7. Enrique Q. Pasion	R-2	Sci. Res. Asst.	Integrated Coastal Zone Mngmt.	Aug 19-Sep 21, 2003	Thailand
8. Salome G. Bonnit	R-2	Chief, Watershed Mgmt. Sec.	Study on Watershed Mgmt. in the Upper Magat and Cagayan River Basin	Oct 20-Nov 1, 2003	Japan
9. Jovito Layugan	R-2	RTD	Protected Areas Wetland Mgmt. Course	Nov 6-15, 2003	Singapore

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

**Region 3**

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Jimmy G. Aberin	R-3	Ecosystems Mgmt. Splst. II	Integrated Coastal Zone Mgmt.	Aug 19-Sep 22, 2002	Thailand
2. Miguela R. Ramirez	R-3	Env't'l Mgmt. Splst. II	Training Methodology	Mar 31-May 2, 2003	Malaysia
3. Elisa T. Dimaliwat	EMB R-3	Env't'l Mgmt. Splst. II	Country-Focused Trng. Prog. on Capacity Dev't. in Urban and Industrial Env't'l Mgmt.	Jun 2-Aug 7, 2003	Japan

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

Region 4-A

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Luningning R. Morales	R-4A	Planning Officer II	GTC: Sustainable Mgmt. of Mangrove Ecosystems	May 14-Sept 5, 2002	Japan
2. Elizabeth A. Chua	EMB R-4A	Admin. Officer	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env't'l Mgmt.	June 10-Aug 8, 2002	Japan
3. Pacifico G. Crisologo	EMB R-4A	Env't'l Mgmt. Splst. II	Country-Focused Trng. Prog. on Capacity Dev't in Urban and Industrial Env't'l Mgmt.	Jun 2-Aug 7, 2003	Japan
4. Eriberto B. Saños	R-4A	Forester II	GTC: Capacity Building for Policy Maker Re: Global Warming (Kyoto Mechanism)	Jun 16-Aug 4, 2003	Japan
5. Noel M. Recillo	R-4A	Forester I	GTC: Env't'l Educ. Dev't. for Primary and Secondary Educ.	Oct 13-Nov 23, 2003	Japan
6. Aida D. Peralta	R-4A	Env't'l Mgmt. Splst. II	JICA: KOICA Joint Trng. Prog. Restoration of Freshwater Environment by Eco-Sound Technology	Oct 28-Nov 11, 2003/11-Nov 11-15, 2003	Japan/Korea

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

Region 4-B

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Roberto D. Sheen	EMB R-4B	OIC RD	Mgmt. Of Hazardous Substances and Goods	Sep 29-Oct 10, 2003	Vietnam
2. Pobleo M. Florece	R-4B	OIC RTD	Wildlife Crime Investigation Course	Sep 8-19, 2003	Thailand
3. Alfredo C. Palencia	R-4B	CENRO	Workshop on Solid Waste Mgmt	Jul 15-26, 2002	Singapore
4. Ana S. Rivaca	EMB R-4B	Env't'l Mgmt Spist II	Incinerator Operation and Air Pollution Mgmt. for Asian Countries	Nov 27-Dec 10, 2003	Korea

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

Region 5

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Gilbert C. Gonzales	EMB R-5	RD	JICA Counterpart Trng. Prog. on "Top Mgmt Seminar on Cleaner Production"	Mar 17-Apr 7, 2002	Japan
2. Armando A. Omolida	R-5	Forester III	Follow-up Workshop on Forest Mgmt.	May 14-27, 2002	Korea
3. Arlene E. Dayao	MGB R-5	Supvsng Geologist	Earthquake Vulnerability Reduction for Cities	Nov 11-12, 2002	Nepal
4. Alexander N. Caning	EMB R-5	Sr. Env'tl Mgmt. Splst.	GTC: Air Quality Mgmt. Policy	Jan 21-Mar 9, 2003	Japan
5. Ernesto C. Tabanao	R-5	RTD	Capacity Building for Protected Area Staff in Karst Conservation Areas	Dec 4-18, 2003	Vietnam
6. Joaquin Ed A. Guerrero	R-5	CENRO	Reg'l Second Step of the Int'l Trng. Prog. on Local Env'tl Mgmt.	Dec 1-12, 2003	Malaysia

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

Region 6

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Roben A. Calvo	EMB R-6	RD	JICA Counterpart Trng. Prog. on "Top Mgmt .Seminar on Cleaner Production"	Mar 17-Apr 7, 2002	Japan
2. Johnny R. Matias	MGB-R-6	Supvng Sci. Res. Splst.	GTC:Engineering for Reg'l Eenv'tl Preservation (Air, Water and Other Pollution Control)	Aug 27-Nov 13, 2002	Japan

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

Region 8

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Elpidio V. Cabaht, Jr.	R-8	Forster I	GTC: Practical Case Studies on Sustainable Forest Mgmt.	Aug 12-Nov 2, 2002	Japan
2. Noemi M. Ponferrada	R-8	Supvsng Geomatic	Master of Geomatic Engineering	Jan 15, 2003-Mar 31, 2004	Australia
3. Edilberto E. Nasayao	R-8	Sci. Res. Splst.	Trng. on Monitoring and Evaluation in Dev't. Projs. and Study Tour on Agenda 21	Apr 14-May 3, 2003	Germany
4. Carlito R. Buante	R-8	Sr. Sci. Res. Splst.	GTC: Sustainable Mgmt. of Mangrove Ecosystems	May 27-Aug 17, 2003	Japan
5. Loreto B. Alburo	MGB R-8	OIC RD	Advanced Int'l Trng. Programme on Mining and the Environment	Sep 15-Oct 10, 2003	Sweden
6. Leonardo R. Sibbaluca	R-8	OIC RED	Trng. Course: Change Mgmt/Understanding Organizations by the Asian Mgmt. Institute (AMI)	Nov 17-21, 2003	Thailand
7. Arturo N. Salazar	R-8	Chief, Admin. Div.	Mediation and Negotiation Techniques for Conflict Mgmt.	Nov 24-28, 2003	Thailand
8. Pedro A. Sampaga	R-8	Sr. Forest Mgmt. Splst.	Trng. Programme on Creative Decision-Making	Dec 1-5, 2003	Thailand
9. Esther T. Coral	R-8	HRMO II	Train the Trainer-The Facilitation of Learning	Dec 8-12, 2003	Thailand
10. Teofredo P. Olasco	R-8	Forest Mgmt. Splst. II	Train the Trainer-The Facilitation of Learning	Dec 8-12, 2003	Thailand

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

Region 9

Name	Office	Position	Course	Duration	Venue
1. Cidur S. Julsadjri	R-9	EMS II	Tri-Nat'l Trng. Prog. on Sea Turtle Biology and Conservation	Mar 27-Apr 4, 2002	Indonesia
2. Evangellne D. Estoconing	R-9	Ecosystems Mgmt. Splst. II	10 <sup>th</sup> Int'l Course on Wetland Mgmt.	Aug 19-Oct 1, 2003	The Netherlands
3. Georgina F. Lacastesantos	R-9	Ecosystems Mgmt..Splst. II	10 <sup>th</sup> Int'l Course on Wetland Mgmt.	Aug 19-Oct 1, 2003	The Netherlands



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

Region 10

<b>Name</b>	<b>Office/Sec tor</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Joel V. Salcedo	EMB R-10	Sr. Env't'l Mgmt. Spist.	GTC: Treatment and Recycle Technology for Industrial Effluents and Waste	Jan 21-Mar 4, 2002	Japan
2. Alan Alfredo B. Enteria	EMB R-10	Env't'l Mgmt. Spist. II	Country-Focused Trng. Prog. on Capacity Dev't. in Urban and Industrial Env't'l Mgmt.	Jun 10-Aug 8, 2002	Japan

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

### Region 11

Name	Office	Position	Course	Duration	Venue
1. Felinor P. Ylagan	EMB R-11	Env'tl Mgmt. Splst. II	GTC: Env'tl Policy and Env'tl Mgmt. Systems	Jun 3-Jul 25, 2002	Japan
2. Rufino C. Bandialan	EMB R-11	Supvng 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
3. Ernestina N. Harun	MGB R-11	Sr. Env'tl Mgmt. Splst.	Master of Science on Aquatic Tropical Ecology	Jul 2002-Nov 2004	Germany
4. Alfredo T. Relampagos	MGB R-11	Sci. Res. Splst.	Group Trng. Course on Env'tl Health	Jul 22-Aug 16, 2002	Thailand
5. Myhrra Fair L. Barquilla	EMB R-11	Env'tl Mgmt. Splst. I	Env'tl Workshop on POPs	Aug 1-24, 2002	Korea
6. Maria Dolores R. Batoctoy	EMB R-11	Env'tl Mgmt. Splst. II	Masters Programme in Water and Environmental Resource Mgmt.	Oct 17, 2002 (12 months)	The Netherlands
7. Belen G. Cawad	MGB R-11	Sr. Env'tl Mgmt. Splst.	GTC: Lake Water Quality Mgmt.	Jan 6-Mar 22, 2003	Japan
8. Dulce D. Hufancia	EMB R-11	Env'tl Mgmt. Splst. II	GTC: Env'tl Impact Assessment	May 6-Jun 15, 2003	Japan
9. Diana Kristina B. Velasco	MGB R-11 (double check)	Sr. Geologist	2003 Japan-ASEAN Youth Friendship Programme-Agriculture Category	May 14-Jun 5, 2003	Japan
10. Nestor V. Patnugot	EMB R-11	Env'tl Mgmt. Splst. II	Env'tl Workshop on Persistent Organic Pollutants (POPs)	Jul 24-Aug 12, 2003	Korea

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

**Region 12**

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Semona M. Bernadas	R-12	CDO II	ITC: Participatory Planning and Mgmt.	Apr 3 2002 (3 weeks)	The Netherlands
2. Adriano R. Virtudazo, Jr.	R-12	Forest Ranger	GTC: Env't'l Education Course Focused on Aquatic Environment	Sep 2-Oct 27, 2002	Japan

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

CARAGA

<b>Name</b>	<b>Office</b>	<b>Position</b>	<b>Course</b>	<b>Duration</b>	<b>Venue</b>
1. Adelfo R. Luengas, Jr.	CARAGA	Env'tl Mgmt. Splst. II	GTC: Conservation of Wetland Ecosystems and their Biodiversity	May 21-July 5, 2002	Japan