



DEPARTMENT OF
ENVIRONMENT AND
NATURAL RESOURCES

MEMORANDUM

FOR/TO : The Undersecretaries, Assistant Secretaries, Service Directors,
Heads of Office/Unit in the Central Office

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 17 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

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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

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:

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

JENR Central Office

Name	Office	Position	Course	Duration	Venue
1. Fe G. Loo	Planning, DENR C.O.	Economist III	3 rd WTO/ESCAP Trade Policy Course on WTO and the Multilateral Trading Syst. for Developing Economies	Mar 18-29, 2002	Thailand
2. Eddie B. Abugan, Jr.	FASPO, DENR C.O.	PEO II	Master of Social Planning and Dev't.	Jan 15, 2003- Jul 31, 2004	Australia
3. Antonio S. Bautista, Jr.	MISD, DENR C.O.	Computer Operator III	Biodiversity Information Sharing and Data Mgmt. Course	Mar 2-15, 2003	Thailand
4. Al O. Orofio	HRDS, DENR C.O.	HRMO V	Env'tl Protection and Health Mgmt.	Dec 8-19, 2003	Singapore
5. Rolando R. Castro	Personnel Div, DENR C.O.	Chief, Personnel Division	Trng. Course: Change Mgmt./Understanding Organizations by the Asian Mgmt. Institute (AMI)	Nov 17-21, 2003	Thailand
6. Adeluisa G. Salpno	HRDS, DENR C.O.	OIC, Director	Trng. Course: Change Mgmt./Understanding Organizations by the Asian Mgmt. Institute (AMI)	Nov 17-21, 2003	Thailand
7. Marcial C. Amaro, Jr.	Planning, DENR C.O.	PENRO	Trng. Course: Change Mgmt./Understanding Organizations by the Asian Mgmt. Institute (AMI)	Nov 17-21, 2003	Thailand
8. Rosalina O. Enriquez	HRDS, DENR C.O.	OIC Chief, CMD	Trng. Course: Change Mgmt./Understanding Organizations by the Asian Mgmt. Institute (AMI)	Nov 17-21, 2003	Thailand
9. Clarence Darrow M. de Guia	Legal, DENR C.O.	Director, Legal Service	Sixth Global Trng. Prog. in Env'tl Law and Policy	Nov 24-Dec 5, 2003	Kenya
10. Princess Maam D. Tejano	HRDS, DENR C.O.	HRMO II	Train the Trainer-The Facilitation of Learning	Dec 8-12, 2003	Thailand
11. Marnette B. Puthenpurekal	R-6	Sr. Sci. Res. Splst.	Int'l Trng. Course on Remote Sensing and Geo-Graphic Info. Syst. Technologies for Integrated Land and Water Resources Mgmt.	Sep 9-Nov 1, 2002	Indonesia