



MEMORANDUM

FOR : **The Undersecretary**
Organizational Transformation and Human Resources

FROM : **The Assistant Secretary**
Human Resources, Strategic Communication and Sectoral Initiatives

SUBJECT : **CONSOLIDATED FISCAL YEAR 2023 1ST SEMESTER L&D
ACCOMPLISHMENT REPORT OF BUREAUS AND REGIONS**

DATE : 7 4 APR 2023

We are respectfully submitting the attached consolidated 1ST Semester FY 2023 Learning and Development Accomplishment Report of the DENR Regional Offices and Bureaus.

Based on the submissions of the sixteen (16) Regional Offices and three (3) Bureaus, the Department utilized Thirty-Nine Million Three Hundred Thirty-Seven Thousand One Hundred Fifteen and Fifty-Eight Centavos (**₱39,337,115.58**) for the Three Hundred Forty-Four (**344**) implemented training programs during the said period. Accordingly, the table below shows the distribution of training programs based on the types of L&D interventions:

Types of L&D Interventions	1 st Semester FY 2023		
	No. of Targeted Training Programs based on L&D Plan	No. of Implemented Training Programs	Accomp Rate
Technical Operations (TO) - Technical Training for Employees with Technical Positions	141	162	114%
Technical Support (TS) - Technical Training for Employees with Support Positions	43	56	130%
Foundational (F) - Training for Core and Organizational Competencies and other L&D interventions e.g. Orientation for New Entrants	91	94	103%
Health and Wellness (HW) - Health and Wellness Training Programs	22	18	82%
Leadership/Managerial - Leadership-Managerial Training Programs	11	14	127%
Total	308	344	112%

Exceeding the target on technical training is consistent with the provision of the 2021-2040 ENR Framework Plan, particularly on developing and implementing comprehensive ENR related technical training programs. This ensures that the DENR employees and stakeholders are technically competent in managing, conserving, and protecting the environment and natural resources of the country. This is evident in the accomplishments of Region II, Region I, and CAR.

On the other hand, Eleven Thousand Seven Hundred Seventy-One (11,771) learners attended the training programs, exceeding the target of Nine Thousand Nine Hundred Fifty-Four (9,954).

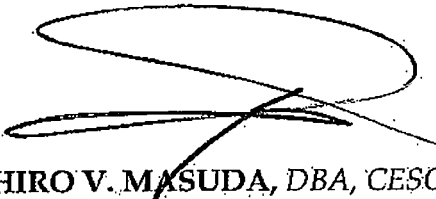
Remarkably, DENR Region II implemented the most number among the regional offices with fifty-nine (59) training programs recording the highest number of learners (3,181). The accomplishment of DENR Region II can be attributed to the capacity building programs for the stakeholders including LGUs, law enforcers, and youth leaders.

Among the Bureaus, the Mines and Geosciences Bureau (MGB) has implemented fifteen (15) training programs with One Hundred Fifty-Three (153) learners while Ecosystems Research Development Bureau recorded Three Hundred Forty-Five (345) learners.

On top of the training programs implemented by Bureaus and Regions, the Training and Development Division processed a total of Ninety-Two (92) documents for the approval of draft Special Order, authorizing the activities of the Department, of which, thirty-five (35) are non-learning and development activities including mid-year assessments, consultation-workshops, etc.

Notably, the Professional Regulation Commission (PRC) accredited two (2) training programs of the Department, ENR Academy Supervisory Course, and Specialized Course on Environmental Law Enforcement, with forty-five (45) continuing professional development (CPD) units.

For your information.



HIRO V. MASUDA, DBA, CESO III

cc: All Regional Executive Directors
All Bureau Directors

The OIC, Director
Policy and Planning Service

The OIC, Chief
Program Monitoring and Evaluation Division



DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

LEARNING AND DEVELOPMENT PROGRAMS

1ST SEMESTER ACCOMPLISHMENT REPORT

FY 2023

DATE OF SUBMISSION	OFFICE	TRAINING FOR TECHNICAL POSITIONS			TECHNICAL TRAINING FOR SUPPORT POSITIONS			LEADERSHIP TRAINING PROGRAMS			FOUNDATIONAL TRAINING PROGRAMS			HEALTH AND WELLNESS TRAINING PROGRAMS			TOTAL NO. OF TRAINING IMPLEMENTED	NO. OF LEARNERS			BUDGET		
		PLAN NED	IMPLEMENTED	ACCP RATE (%)	PLAN NED	IMPLEMENTED	ACCP RATE (%)	PLAN NED	IMPLEMENTED	ACCP RATE (%)	PLAN NED	IMPLEMENTED	ACCP RATE (%)	PLAN NED	IMPLEMENTED	ACCP RATE (%)		PLANNED	ACTUAL	ACCP RATE (%)	ALLOCATED	UTILIZED	RATE (%)
07/14/2023	HRDS-TDD	12	2	17	1	0	0	2	1	50	7	4	57	5	2	40	9	340	593	300	₱ 2,695,109.82	₱ 2,673,925.34	99
07/10/2023	NCR	0	3	300	1	2	200	1	2	200	2	8	400	3	1	33	16	632	1133	300	₱ 2,142,000.00	₱ 3,242,773.00	151
07/12/2023	CAR	12	15	125	5	5	100	1	1	100	4	7	175	2	2	100	30	477	578	121	₱ 1,204,850.00	₱ 770,963.00	64
07/11/2023	REGION I	17	26	153	1	8	800	0	1	100	16	10	63	2	2	100	47	706	544	77	₱ 4,412,580.00	₱ 4,296,365.00	97
07/14/2023	REGION II	26	48	185	4	4	100	1	1	100	3	3	100	3	3	100	59	2605	3181	122	₱ 4,752,160.00	₱ 4,672,382.00	98
07/06/2023	REGION III	9	7	78	3	3	100	0	0	0	11	10	91	0	0	0	20	555	549	99	₱ 5,430,000.00	₱ 3,184,660.00	59
07/11/2023	REGION IV-A	3	6	200	1	3	300	0	0	0	6	6	100	1	1	100	16	260	527	203	₱ 1,644,250.00	₱ 1,504,496.27	92
07/11/2023	MIMAROPA R	1	3	300	1	1	100	0	0	0	2	3	150	1	1	100	8	430	547	127	₱ 900,000.00	₱ 678,160.00	75
07/11/2023	REGION V	4	4	100	4	4	100	3	4	133	1	1	100	1	1	100	14	214	214	100	₱ 413,580.00	₱ 354,050.00	86
07/12/2023	REGION VI	4	3	75	0	1	100	0	0	100	0	2	100	1	2	200	8	336	324	100	₱ 1,342,000.00	₱ 1,311,091.72	98
07/11/2023	REGION VII	9	9	100	11	11	100	1	1	100	10	10	100	0	0	0	31	602	713	118	₱ 2,040,000.00	₱ 2,161,180.00	106
07/12/2023	REGION VIII	0	0	0	1	1	100	0	0	0	7	7	100	1	1	100	9	295	282	95.6	₱ 1,230,000.00	₱ 415,857.00	34
07/13/2023	REGION IX	1	1	100	1	1	100	0	0	0	3	3	100	0	0	0	5	492	404	82	₱ 200,000.00	₱ 198,790.60	99
07/10/2023	REGION X	4	5	125	1	2	200	1	2	200	1	2	200	0	0	0	11	175	302	173	₱ 1,111,050.00	₱ 1,124,628.00	101
07/11/2023	REGION XI	15	8	53	2	5	250	0	0	0	1	3	300	0	0	0	16	754	848	112	₱ 2,270,000.00	₱ 1,173,000.00	52
07/11/2023	REGION XII	1	1	100	0	0	0	0	0	0	2	2	100	1	1	100	4	120	137	114.2	₱ 985,000.00	₱ 786,000.00	80
06/26/2023	REGION XIII	5	7	140	1	1	100	0	0	0	2	4	200	0	0	0	12	240	468	195.0	₱ 3,900,000.00	₱ 2,545,633.65	65
07/05/2023	ERDB	2	1	50	1	0	0.0	0	0	0.0	4	3	75.0	0	0	0.0	4	348	345	99.1	₱ 300,000.00	₱ 287,000.00	96
07/13/2023	LMB	8	5	63	0	0	0.0	0	0	0.0	8	5	0.0	0	0	0.0	10	220	213	96.8	₱ 1,190,000.00	₱ 2,040,465.00	171
07/14/2023	MGB	8	8	100	4	4	0.0	1	1	0.0	1	1	0.0	1	1	0.0	15	153	153	100.0	₱ 5,359,400.00	₱ 5,915,695.00	110
	BMB	NO SUBMISSION AS OF 25 JULY 2023																					
	EMB	NO SUBMISSION AS OF 25 JULY 2023																					
	FMB	NO SUBMISSION AS OF 25 JULY 2023																					

TOTAL	141	162	115	43	56	130	11	14	127	91	94	103	22	18	82	344	9954	12055	121	₱43,521,979.82	₱39,337,115.58	89.8%
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Prepared by:

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Submitted by:

 For: Wilson E. Henson
 Chief, Training and Development Division

Noted by:

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 OIC-Director, Human Resource Development Service