

PD-ABK684

93696

**EVALUATION OF THE PHILIPPINE
ENERGY TRAINING PROGRAM**

(492-0000-0-00-2146-00)

Danielle F. Wahab

USAID/Manila
August 1992

TABLE OF CONTENTS

	Page
PURPOSE OF THE ETP SURVEY	1
BACKGROUND	1 - 2
EXECUTIVE SUMMARY	3 - 4
METHODOLOGY	5
FINDINGS AND DISCUSSION	5 - 9
RECOMMENDATIONS	9 - 14
ANNEXES	
Abbreviations and Acronyms	
Annex A - IIE List of CETP and ETP Participants	
Annex B - Updated List of ETP Participants	
Annex C - ETP Survey Log	
Annex D - Sample Questionnaire (Blank)	
Annex E - Figures	

PURPOSE OF THE ETP SURVEY:

This survey was commissioned by USAID/Manila to evaluate the effectiveness of the Energy Training Program (ETP) in the Philippines. The ETP aims at generating and preserving a quality training program. Its objectives are to prepare, launch and support the initiators of change and development.

BACKGROUND:

An AID/S&T/R&D/EI centrally funded program, the ETP is administered by the Institute of International Education (IIE). In USAID-assisted countries, ETP training is available to professionals from public and private sector organizations providing energy and/or energy related services. USAIDs around the world, serve as liaison between these agencies and Washington; and, play a key role in the execution of this training program.

In the Philippines, the USAID Office of Capital Projects (OCP) receives announcements of ETP training courses from IIE and transmits them to cooperating agencies. These institutions submit their nominees' applications to OCP. The OCP Energy Division staff examines all nominations and interviews candidates to confirm their eligibility. Candidacies are then transmitted to IIE in Washington where an ETP selection committee reevaluates all applications and proceeds to choose ETP participants on a competitive basis. IIE advises OCP of its choices, and invitation letters are dispatched to selected applicants. Organizations/trainees then secure their own medical clearances, passports, U.S. visas, airplane tickets, etc. The Office of Capital Projects/Training Division and the Office of Development Resources Management/Participant Training Division offer a pre-departure orientation to each selected candidate and - whenever possible - lends further assistance if difficulties arise prior to a participant's departure. Upon completion of courses, IIE sends participants' performance reports to OCP; and, also requests that OCP confirm the return of all trainees to the Philippines and to their employer.

To qualify for ETP training, all candidates must:

- * be nominated by their respective employers;
- * speak/read English well enough to succeed in graduate-level and professional courses;
- * be serving in energy-related positions;
- * be able to demonstrate that the ETP training received will benefit their employer and country;

- * sign a contract that binds them to return to their employer upon completion of their training;
- * to the maximum extent possible, put into practice their newly acquired skills;
- * pass a medical examination at a designated hospital; and,
- * secure an exchange visitor's visa, prior to departure.

All participating employers must:

- * agree (in writing) to the terms and curriculum of the ETP;
- * without interruption, pay the salaries of their employees for the duration of the training;
- * guarantee employment to all trained returnees; at least at the level/salary assigned to them prior to their departure.
- * pledge to encourage utilization of the skills acquired a/o developed by participants during their training;
- * defray the cost of their employees' round-trip airplane fares (Philippines/U.S.- U.S./Philippines); and,
- * defray the cost of pre-departure medical requirements and other pre-departure costs.

The ETP (through IIE) undertakes to:

- * defray participants' tuition expenses;
- * provide a stipend to cover trainees' basic expenses (room & board);
- * provide an allowance for postage of course materials back to the participants' home country; and,
- * monitor the Energy Training Program in the U.S.

EXECUTIVE SUMMARY

The survey team was contracted by OCP to ascertain the effectiveness of the ETP in the Philippines. To evaluate the impact of this AID/W training program, special consideration was given to its effects on participants' present jobs, and the extent of utilization of their increased knowledge. This study focused on a representative sample of participants composed of public and private sector professionals engaged in energy activities in Metro Manila, The Visayas, and Mindanao.

A total of 84 questionnaires (58% of training participants) were dispatched to trainees. Follow-up efforts continued until they were completed and returned for data collation and processing. Following data analyses, 60 respondents (nation-wide) were interviewed in an informal manner. This approach resulted in spontaneity and candor which provided the survey team additional comments and insights into those topics which while identified in the questionnaire, were not intended to be treated in depth.

On the whole, respondents were appreciative of the opportunity to participate in the program. Some expressed serious concern about the continuation of the program and others voiced a strong desire for follow-up training. About 90% of the Filipino participants proved to be adequately prepared for their courses as indicated by their classroom performance (Figure 7). The trainees returned to their respective positions with enthusiasm and zeal; but, this excitement tapered off once their daily routine was reestablished. Their enthusiasm could easily be rekindled by an efficiently run Alumni Association.

The survey data indicate that following their training, 80% of the participants returned to their respective employers -among these, 97% were private sector employees. Figure 1 shows that 64% of returnees shared their newly acquired knowledge and skills moderately (with their colleagues and supervisors). Figure 2 also indicates that 60% of survey participants made moderate use of their training. According to 90% of the respondents, only partial application of their training was possible. They ascribed this to the lack of opportunities and support from their organization. Less than 10% of the respondents claimed to have fully utilized their training for the further development of the energy sector.

Overwhelmingly, 95% of survey participants stated that the ETP has been beneficial to their career growth. The vast majority of respondents (98%) asserted that their training had fulfilled the objectives they had set for themselves (Figure 3). Close to 60% of the respondents reported that the training was very relevant to their jobs. But, 35% of them found it "somewhat relevant". The

remaining 5% rated it as not relevant at all (Figure 6). These findings denote a need to improve nomination/selection procedures.

Discussions with interviewees have led the survey team to conclude that although the ETP is having a definite positive impact, greater gains accrue at the individual rather than the individual level. Further, the training course benefitted private sector professionals the most. These individuals are more likely to make a difference since tools necessary to implement and sustain progress are more accessible to them (especially when changes require outlays of new capital for machinery and equipment). At the country-wide level, the effectiveness of the ETP training is not as noticeable.

Although 94% of respondents (Figure 8) indicated that their jobs were not significantly modified once they returned to their duties, it is apparent that an unequivocal pattern of increased responsibilities followed their training. Records show that additional tasks were given to close to 80% of those who resumed their duties, of which 20% received a promotion. And, close to 16% of survey participants reported the ETP training effecting no change in professional life (Figure 4).

When asked to evaluate both the ETP curriculum and the caliber of their ETP instructors, 95% of the survey participants attributed high marks to these aspects of the program. Also, data confirm that over 90% of the interviewed participants felt adequately prepared (academically) for their ETP training, while 20% of the respondents felt over-qualified for the courses they attended (Figure 7).

Among the recurrent negative comments voiced by interviewees was the perceived inadequacy of their stipend. Also, close to 70% of respondents argued for less costly housing in safer neighborhoods. Those government employees who recently faced the predicament of having to pay the cost of their airfares, suggested that USAID should defray this cost. They also expressed a need for more administrative support from IIE. Together, these negative externalities led to only 50% of the participants rating the overall training experience as an extremely satisfying one.

Overall, survey results indicate that the ETP is having a moderate impact on the energy program in the Philippines. To optimize all participants' learning process in the U.S. and to further ensure fuller application of their training in the Philippines, the survey team recommends that certain issues be addressed and actions taken in key areas of this program.

METHODOLOGY:

Using as a reference an IIE aggregate list (Annex A) of 161 Filipino professionals trained between 1982 and 1992, the survey team identified 145 participants as ETP trainees. The team proceeded to thoroughly examine OCP's training files and with the cooperation of the human resources departments of Philippine agencies, verified the accuracy of the available information. This process led to an update of the initial information base. Revised data have been recorded in Annex B and a table formatted in such a manner as to facilitate the input of new information as it becomes available. Annex C describes the present location of participants and indicates the reasons for the inaccessibility of some of the participants, namely: official immigration to the U.S. (1 recorded), retirement (1 recorded), deaths (2 recorded), failure to return to employer or to the Philippines (6 recorded), resignations or changes of employment with no records available (10 recorded), and lastly, absence due to field work or trip out of country (6 recorded at time of survey).

Following an introductory letter from USAID/Manila, a total of 84 questionnaires and accompanying instructions were either personally delivered or express mailed to a wide cross section of the available ETP participants. The completed survey forms were then retrieved, the data collated and analyzed, and interviews were scheduled with 60 trainees of which 20% were women (Annex C). These individual conferences proved to be most informative. An casual atmosphere prevailed which facilitated frank feedback on the various courses. The participants eagerly related their experiences and showed no reluctance to point out both positive and negative aspects of their training.

Following these interviews, files were carefully reviewed to retrieve the participants' course grades and establish trends related to performance levels. A selected number of the participants' supervisors from each participating institution were also interviewed to further assess certain aspects of the trainees' comments, and obtain additional information concerning the institutions' nomination procedures. All survey responses and recorded interview notes were then compiled and analyzed within the context of the framework of the questionnaire. The findings of this survey follow:

FINDINGS AND DISCUSSION:

1. It is indisputable that the Filipino ETP participants are well prepared academically and professionally (Figure 7). Survey results suggest a perception among a significant number of these ETP graduates (70%), that their course content was a mere review, and at best reinforced the technical training they had previously acquired in the Philippines. On the other hand, the other respondents qualified their courses as too intense and demanding.

2. Information of the trainees' academic performance was limited - incomplete entries in training files. The available records disclosed above average achievements from Filipino trainees. The top performers generally came from the private sector (eg., MERALCO). Employees from the GOP agencies can be generally described as average performers although this group also included individuals with exceptionally high achievement ratings. The rural electric cooperatives trainees can be qualified as having an even distribution of good and poor performers. When asked to rationalize poor performance, respondents repeatedly attributed under-achievement to the lack of any accountability requirement. It would appear that those trainees whose employers required them to submit a course completion report, were more conscientious and motivated.

3. An overwhelming number (95%) of Filipino respondents described their ETP course as beneficial. Survey results reveal that the ETP is having a positive impact on their work performance. Consequently we can conclude that the program is meeting some of its objectives. When asked how relevant the training has been to their work routine, interviewees' answers varied considerably, with trainees finding it difficult to quantify their reply. On the average, about 50% utilization of the ETP training was reported.

Some repeatedly faulted their superiors for a lack of support and feedback. Management was blamed for its frequent reluctance to change. A pervasive lack of opportunity for career growth was also registered as another limitation to trainees professional growth. Nearly 80% of public sector employees identified financial constraints (such as the inability to procure computer equipment), as a major obstacle to a meaningful utilization of their training. It should be noted that ERB employees repeatedly classified the shortage of paper as a constraint in their work place. Generally, the training had longer lasting effects on trainees who attended the longer ETP courses.

4. Contrary to their expectations, 80% of the returnees were not promoted within a reasonable time (one to two years) of their return to work (Figure 8); but, they were invariably charged with additional tasks. These extra duties included activities such as their active participation at "echo" seminars and workshops organized to impart newly acquired skills and transmit improved techniques. Their new functions also consisted of membership a/o leadership on "in-house" committees/organizations. This is where their contributions were most significant since they were able to influence policy making in their respective work milieu. Also, interviewees indicated that the ETP training had increased their self confidence. Their supervisors reported assigning them (70%) greater responsibilities due to the belief that the training had improved their ability to perform at a higher level.

Lastly, it should be noted that to a small degree, lateral moves have taken place (10%). This is due mostly to rigid staffing patterns which do not allow for promotions unless a more senior level position becomes vacant.

5. Representatives from the different participating institutions have reported that nominations usually take place with the active participation of their internal selection committees. But, further analysis, indicates that set procedures do not always prevail, and that other factors enter into the equation. It is estimated that in 20% of the nominations, "the person next in line" is given preference over more suitable candidates -this trend seems more prevalent in government institutions.

Ensuing problems follow such as: technical inability of the trainees to fully function at the training site, a lack of interest resulting in mediocre participants' performance, an inability for returnees to utilize the ETP teachings. Consequently employers derive very few benefits despite the substantial expenditures incurred under the training program.

6. There is a belief among the rural electric cooperatives that their physical distance from Manila has restricted their participation in ETP courses, thus putting their employees at a distinct disadvantage. They cited the requirement to go through NEA as an additional impediment causing delays in the arrival of course information, and hindering their inclusion in the competitive nomination process. Records show that the incorporation of the rural cooperatives is a recent phenomenon; and, that the ETP training has been limited to the upper management of the corporations.
7. Most respondents (90%) -especially the recent trainees- expressed disappointment with their limited exposure to field training. In most cases they had presumed that their training would have included some field practice. They also mentioned that often field trips meant being ushered in a lecture hall without the opportunity to even tour plant facilities.
8. A major concern among the respondents was the lack of support and coordination from IIE during their training. Most (90%) of participants felt a need for a reliable trouble-shooter, a person on location who could have helped them solve personal and logistical problems as they arose. They found that although instructors and advisors were well qualified, they were always too busy (outside of the classroom) to provide the direction they required. These comments were more common among the recent returnees -1986 trainees in particular, reported receiving tremendous support from their coordinator.

9. It is interesting to note that about 25% of interviewees were extremely enthusiastic about their ETP training; and, this eagerness seems to have motivated them to share their training on a large scale (Figure 1). About 65% of this sample group shared their training on a moderate scale. Their colleagues profited the most from this sharing which was accomplished through formal workshops and meetings. Informally, material was further disseminated when co-workers visited trainees' offices to consult a/o borrow such materials. Additionally, sharing of materials is also taking place between and among organizations through the mail and usual copying facilities.
10. Some interviewees (30%) reported that after comparing notes with recent returnees, that were gratified to learn that some of the suggestions made during and after their training had been implemented (modifications in both the curriculum and logistical arrangements). They praised the organizers' flexibility for making possible the adjustments necessary to accommodate their specific needs.
11. Most respondents (80%) were satisfied with their pre-departure orientation provided by OCP. In just a few cases did they feel unprepared - were not warned of possible drastic drops in temperature which had necessitated a substantial outlay of (already scarce) cash to purchase warm clothing. On the other hand, a number of participants did not take advantage of this briefing and seemed to overlook its importance.
12. Close to 80% of the ETP participants found their U.S. orientation too lengthy and unnecessary, especially when the training period was short (two-three months). They felt that most of this time could have been dedicated to class work, namely computer training or general library research.
13. The majority of respondents (90%) expressed a keen interest in a Philippine ETP Alumni Association; but, added that they were too busy to get involved in the running of this association. The Alumni Association is merely fulfilling a social function at the moment. It can be made resourceful, if dedicated trainees sustain the proper level of interest (among returnees), by providing a technical orientation to periodic meetings. A network once instituted could become the perfect vehicle for sharing of post-training experiences; and, for keeping trainees abreast of developments in conventional and innovative energy fields.

14. Close to 50% of the interviewees complained of expensive housing located in unsafe neighborhoods. Another common criticism was the distance from the training site. A number of participants also voiced that the standard allowance (\$60.00) was grossly inadequate to cover the shipment of their course materials back to their home country.
15. Among the government agencies, OEA shows the highest rate of "no returns"; but in contrast, ERB has an excellent record of returnees. Efforts to complete this assessment at NPC proved useless, hence their "rate of returns" can not be quantified. The survey team tried to trace three NEA/Manila employees and found that two of them had resigned leaving no records. Further inquiries revealed a positive trend (of returns) among the rural electric cooperatives participants.

RECOMMENDATIONS:

1. Since 70% of Filipino interviewees considered themselves as over-qualified for the ETP course they attended and, the others concluded just the opposite; it would appear that students' backgrounds training and experience are not always in harmony with the courses for which they are identified. To resolve this issue and assure the placement of candidates in the most appropriate training courses, a series of "check points" should be established.

Firstly, at the time of nomination, employers should be strongly urged and may be requested to take closer notice of the course description, discuss it thoroughly with their employees, and nominate only those employees who irrevocably qualify for an ETP course. This close cooperation between the employer and his/her employee would also reduce the likelihood of a student becoming overburdened with classroom assignments while increasing the appropriateness of the nominees' academic training with ETP offered courses. Secondly, additional OCP staff time should be made available to scrutinize completed application forms, and conduct more direct and in-depth interviews with candidates to identify unfit ones. For the full implementation of this recommendation, Washington is urged to devolve full pre-selection authority to OCP, to cull those who do not meet the training requirements. Thirdly, the final control should be exercised in Washington at the time of the final selection of candidates.

The strict implementation of this procedure will strengthen both nomination and selection processes, and thus increase benefits to be accrued from all training investments.

2. An excellent educational system matched with English proficiency benefit Filipino participants, and contribute to their high performance level. Although appearing minimally, a carefree attitude is present and requires some reflection. Some private sector respondents attributed this behavior to the "civil servant syndrome" aggravated by the lack of monetary and professional stimuli. To motivate civil servants and underachievers in particular, participating agencies should require all employees (including managers), to prepare and present an end-of-training report. This practice once instituted, would result in a series of benefits accruing to the individual, his/her employee, the Alumni Association, and ultimately, the Philippines. These institutions which have already set this procedure in motion are strongly encouraged to sustain it, and to further widen the distribution of these reports -copies to be furnished to USAID, the Alumni Association, libraries, etc...).

3. The effectiveness of the ETP can be increased in direct proportion to its level of utilization. At present, participants share and apply their training, but only in a moderate fashion. It is clear that many trainees return to work and "store away" a high percentage of their new skills. To minimize this phenomenon, it is necessary to provide opportunities to utilize their increased capacities, to motivate them to further disperse this learning so as to increase its country-wide impact. Often, the participants' post-training duties do not provide the scope necessary for the development of skills acquired in the U.S. Constraints (financial and otherwise) do exist and will persist in developing countries; but, they can be alleviated.

IIE and OCP should urge participating agencies to identify ways to minimize/circumvent these drawbacks and give trainees the opportunity to also address these constraints. This open dialogue must be initiated at the managerial level and with the assistance of management, trainees will be more likely to succeed in responding to jointly selected alternatives.

4. Returnees who are disheartened by the low frequency of promotions (20%) should get together with other trainees and commiserate with those who have experienced a similar disappointment. This exchange can only improve their attitude so that they will no longer regard their supplemental responsibilities as an added burden to their heavy work load. Companies and organizations which can not provide upward mobility should be encouraged to offer special awards to high achievers. Interviewees also mentioned that their agencies would occasionally undergo a reorganization thus allowing for a certain number of promotions from within. This practice is worth retaining; and if performed in a systematic and fair manner, it should boost morale, generate renewed enthusiasm, and improve performance.

5. To strengthen the impartiality of the nomination process, OCP should require participating institutions to submit a copy of their policy regarding the selection of ETP nominees. Also, as mentioned above (Rec. #1), OCP should take a more active role in the selection process to lessen and eventually avoid irregularities as the case of a San Miguel participant who retired shortly after returning from his training. Efforts to clarify this unusual incident with the Corporation proved futile. OCP staff indicated that Washington had been duly advised but failed to take appropriate action.

At times, employers looking for long-term benefits have sent employees to avail of ETP courses -such as the management of MERALCO with their plans to reinstate electricity generation in 1994. This approach can only be faulted if acquired information is allowed to become obsolete, or if employers avail of ETP without committing to truly utilize this training. There have also been occasions when courses were attended by last minute choices as substitutes. When submitting nominations, participating employers should be required to propose an alternate candidate for every nominee. This alternate should be approved by IIE and prepared to occupy the place of the lead nominee whenever necessary. This would also avoid some interviewees being simply "assigned" to a particular course.

6. USAID/Manila has experienced frequent delays in receiving course information from IIE. For pre-departure procedures to progress smoothly, OCP requires at least two months notice prior to starting date; and, Washington should send all course information in a timely manner. This is critical especially for those candidates coming from remote areas. Thus we recommend that OCP use its discretion in by-passing NEA to advise rural electric cooperatives of the availability of ETP courses -this would be especially important if Recommendation No. 4 is not implemented by IIE. It is also recommended that IIE (through OCP) also extend training opportunities to the middle level management of the rural electric cooperatives.
7. As mentioned in the section above, field exposure had to be curtailed due to restrictions imposed by insurance companies and labor unions. But since there is such a high demand for practical experience, IIE should try to significantly incorporate more case studies in the ETP curriculum. These would not be as effective as actual field experiences; but, would be an excellent substitute for reinforcing new concepts. This enrichment of the program would ensure a better balance between theory and practice, and promote technology transfer and trade with the U.S.A.

8. Respondents have identified the support of IIE coordinators as an area for program improvement. Interviewees have expressed their need to rely on the assistance of an IIE on-sight supervisor. Comments indicate that some training sites were better covered than others and that some years were better than others. Consequently, the survey team recommends that IIE continue to appoint full-time monitors to all training courses. These overseers would coordinate activities, liaise with the teaching institutions, monitor trainees' progress, and assist in problems solving. Their presence would foster a better work milieu for the acquisition of principles/attitudes to be applied in the energy program of the Philippines. The IIE coordinator could also provide much needed advice in the preparation of participants' term papers.
9. It would be a challenge to motivate the 65% of the respondents who have only imparted their training in a moderate/lukewarm manner. To encourage an earnest participation in the sharing process, and ensure a significant contribution to the development of the energy sector in the Philippines, they should be enticed by being offered (by their employer, the Alumni association or USAID) a special recognition for papers they produce following their ETP training. They can be further encouraged by assisting them in the publication of their such reports in professional journals. For this purpose, an Alumni Association Newsletter could also be produced and sustained with professional and financial contributions from internal and external sources.
10. The survey team commends the ETP course organizers/staff for their flexibility in the implementation of participants' suggestions; for instance, courses have been shortened accordingly. To further improve upon the whole program, we urge that they continue to make the appropriate modifications to the curriculum, based on trainees' feedback. It is also suggested that the IIE person who annually visits participating agencies in USAID assisted countries to assess their changing energy needs, explain in depth the ETP curriculum to a wide selection of professionals involved in the nomination of participants.
11. The OCP pre-departure briefing is of utmost importance since it is intended to prepare candidates to learn new skills and attitudes, and most important, to attempt to instill commitment to their country's development. It should be a pre-requisite to all participants' departures. The ETP Alumni Association could assist in this effort by providing prospective trainees with the names and phone numbers of returnees who over the years, have attended the same courses. This exchange is already taking place; but needs be formalized since it will serve to decrease any possible stress associated with the uncertainties of a new environment.

12. The survey teams recommends that IIE de-emphasize the U.S. orientation for the Filipino students who already have a fair exposure to American norms and mores. Some of these sessions could be made optional to allow for more time to be spent on other activities. One option could be computer training. With automated data processing being the tool of the future, organizers should pay close attention to the new trainee's level of computer literacy and divide students accordingly, so as to optimize their time spent in the classroom. Another option could be basic library research. The IIE monitor could serve as a resource person in this data gathering, which would be most beneficial for those invited to produce technical reports for class presentation.

13. To insure the survival of the ETP Alumni Association in the Philippines, its focus has to change. USAID/Manila could play an important role in sustaining the Association by identifying and contracting local/foreign professionals as speakers for conventional meetings and technical workshops. These conferences in particular, would give the Alumni Association a much needed professional direction. The survey team has identified participants who have proven their dedication to the development of the Association and could be of valuable assistance in the organization of these meetings. They are: Alice Roselo (NPC), Nelson Llaban (PNOC), and Basilio Martin (OEA). An efficiently run association could monitor returnees and allow for the evaluation of successful follow-on activities, and also assist participants in initiating their action plans. This group could maintain a central repository for Philippine-wide data relating to effective methods of achieving the directives of an expanded training policy.

The Association has the potential to become the greatest vehicle for follow-on and implementation activities that would facilitate the transfer of new knowledge and skills to the Philippines. This initiative could be the key to the success of the training program since greatest impacts can be attained by promoting an individual's ability to contribute to development, and by multiplying this impact through support groups and networking. This tracking system should be able to accommodate add-on modules that could meet the country's specific energy needs. Ultimately, this information system would avoid costly duplication of efforts.

14. Since numerous participants have complained that ETP housing was located in unsafe neighborhoods, course organizers should give careful consideration to this matter, and to the extent possible, employ remedial measures. The financial aspect of this complaint is erroneous since USAID/Manila confirms that ETP participants' stipend has increased twice in the last 10 years; and, will surely continue to be reassessed in the future. The survey team also confirms that the distance of housing to the training sites is

acceptable and reasonable and should therefore be considered as an inconvenience rather than a real difficulty; thus, it is of minor importance. As far as the request that USAID cover the cost of the airplane ticket, concerned participants were reminded that this has been and remains one of the responsibilities of cost sharing to be fulfilled by their respective employer.

15. Non-returnees place their sponsors in a very difficult situation. Queries on remedial actions taken by employers facing the dilemma of participants not returning home, generally revealed a laissez-faire attitude. OEA which registered the highest rate of "no returns" has tried to recuperate its financial losses; and with difficulty, at times, was able to gradually recover funds from relatives living in the Philippines.

The survey team recommends that more staff time (Philippine agencies and USAID) be allotted to tracking non-returnees, to complement the task of the U.S. Immigration Dept. Employers should be urged to appraise (at the time of nomination) those participants have enough incentives to bring them back to the Philippines - if possible, incentives should be set for those who required them. Further, employers should take stronger measures against these individuals who disregard their commitments to their sponsors. These could be the requirement to leave a deposit prior to their departure, or that a portion of their salary be frozen until their return to the Philippines.

To prevent this predicament, USAID/Manila could request appointment of an American consul as a member of the group in charge of ETP interviews at OCP. This person would have the necessary insight to assist in selecting-out inappropriate candidates. At the time of the interview subtle and indirect pressure could be applied by describing the negative effect that their illegal stay could have on their remaining family members who would consequently never be granted a visa to go to the U.S. Additionally, interview members could appeal to their sense of nationalism, stressing the valuable contribution that as returnees, they could make to the further development of the Philippines.

ABBREVIATIONS AND ACRONYMS

(USAID)	AGENCY FOR INTERNATIONAL DEVELOPMENT
(BATELEC I)	BATANGAS I ELECTRIC COOPERATIVE, INC.
(BISELCO)	BUSUANGA ISLAND ELECTRIC COOPERATIVE, INC.
(CEBALCO)	CAGAYAN ELECTRIC POWER & LIGHT CO.
(CAGELCO I)	CAGAYAN I ELECTRIC COOPERATIVE, Inc.
(CASURECO IV)	CAMARINES SUR IV ELECTRIC COOPERATIVE INC.
(CEBECO)	CEBU ELECTRIC COOPERATIVE CENTRAL
(CEBECO I)	CEBU I ELECTRIC COOPERATIVE, INC.
(CEBECO II)	CEBU II ELECTRIC COOPERATIVE, INC.
(CENECO)	CENTRAL NEGROS ELECTRIC COOPERATIVE, INC.
(COD)	CHIEF OPERATION OFFICER
(COTELCO)	COTABATO ELECTRIC COOPERATIVE INC.
(CSD)	CUSTOMER SERVICE DEPARTMENT
(CSPS)	CUSTOMER SERVICE PLANNING STAFF
(CPG)	COLLECTION & PROCESSING GROUP
(CRD)	CONVENTIONAL RESOURCE DIVISION
(CPS)	CORPORATE PLANNING SPECIALIST
(CSSD)	CORPORATE STAFF SERVICE DIVISION
(CSP)	CORPORATE STUDIES PLANNING
(CSG)	CUSTOMER SERVICE GROUP
(DANECO)	DAVAO DEL NORTE ELECTRIC COOPERATIVE INC.
(DTC)	DEPARTMENT OF TRANSPORTATION & COMMUNICATIONS
(DENR)	DEPARTMENT OF ENVIRONMENT & NATURAL RESOURCES
(EDS)	ECONOMICS DEVELOPMENT SPECIALIST
(EIAEB)	ELECTRIC INDUSTRY AUDIT & EVALUATION BRANCH
(ECD)	ENERGY COORDINATION DIVISION
(EEP)	ENERGY & ENVIRONMENT PROTECTION
(EPUF)	ENERGY PROGRAM & UTILIZATION FOUNDATION
(ERO)	ENERGY REGULATION OFFICER
(ESAEB)	ENERGY SERVICES AUDIT & EVAL. BRANCH
(ETP)	ENERGY TRAINING PROGRAM
(EST)	ENGINEERING & TRADE SECTION
(EID)	EQUIPMENT & INSTRUMENTATION DEPT.
(EDUFI)	ENERGY DEVELOPMENT & UTILIZATION FOUNDATION
(ERB)	ENERGY REGULATORY BOARD
(FPD)	FINANCIAL PLANNING DIV.
(FPBD)	FINANCIAL PLANNING & BUDGET DEPARTMENT
(GSD)	GENERAL SERVICES DIVISION
(IESC)	INDUSTRIAL ENG'G SERVICES CORP.
(INEC)	ILOCOS NORTE ELECTRIC COOPERATIVE
(IIE)	INSTITUTE OF INTERNATIONAL EDUCATION
(LANECO)	LANAO DEL NORTE ELECTRIC COOPERATIVE
(LEYECO V)	LEYTE V ELECTRIC COOPERATIVE Inc.
(LPRB)	LIGHT & POWER REGULATION BOARD
(MOAD)	MAINTENANCE & OPERATIONS AUDIT DIVISION

(MAGELCO)	MAGUINDANAO ELECTRIC COOPERATIVE
(MIPD)	MARKET & INDUSTRY PLANNING DIVISION
(MERALCO)	MANILA ELECTRIC COMPANY
(NEDA)	NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY
(NEA)	NATIONAL ELECTRIFICATION ADMINISTRATION
(NSC)	NATIONAL STEEL CORPORATION
(NPC)	NATIONAL POWER CORPORATION
(NECECO)	NEGROS OCCIDENTAL ELECTRIC COOPERATIVE INC.
(NERECO I)	NEGROS ORIENTAL I ELECTRIC COOPERATIVE INC.
(OIC)	OFFICER IN-CHARGE
(OP)	OFFICE OF THE PRESIDENT
(OEA)	OFFICE OF ENERGY AFFAIRS
(OPO)	OPERATING PROJECT OFFICE
(ORBP)	OPERATING RESOURCE PLANNING & BUDGET DIVISION
(OD)	OPERATIONS DEPARTMENT
(OSTS)	OPERATIONS SUPPORT TECHNICAL SERVICES
(PMD)	PERSONNEL MANAGEMENT DIVISION
(PCD)	POWER COMMUNICATION DIVISION
(PNOC)	PHILLIPINE NATIONAL OIL COMPANY
(PTD)	POWER TRANSMISSION DEPT.
(PUD)	PUBLIC UTILITIES DIVISION
(QASD)	QUALITY ASSURANCE OPERATIONS DEPARTMENT
(SAMELCO I)	SAMAR I ELECTRIC COOPERATIVE, INC.
(SMC)	SAN MIGUEL CORPORATION
(S&T)	SCIENCE AND TECHNOLOGY
(SRS)	SCIENCE RESEARCH SPECIALIST
(SAPD)	SYSTEM ANALYSIS & PROTECTION DIVISION
(SDD)	SYSTEM DEVELOPMENT DIVISION
(SCCOD)	SYSTEM CONTROL CENTER OPERATIONS DEPARTMENT
(SOD)	SYSTEMS OPERATIONS DIVISION
(SPD)	SYSTEMS PLANNING DEPARTMENT
(TPED)	TARIFF & POWER ECONOMICS DIVISION
(TS)	TECHNICAL SERVICES
(TES)	TECHNICAL & ENGINEERING SERVICES
(TTD)	TECHNICAL TRAINING DIVISION
(TSG)	TECHNICAL SERVICE GROUP
(TDPED)	THERMAL DEV. POWER ENG'G DIV.
(TDD)	TRAINING & DEVELOPMENT DIVISION

A N N E X A

IIE LIST OF CETP AND ETP PARTICIPANTS

THE UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT

THE INSTITUTE OF INTERNATIONAL EDUCATION

ENERGY TRAINING PROGRAM

TRAINING SITE CODES

<u>Training Sites</u>	<u>Course Titles</u>
ABB	POWER SYSTEMS ENGINEERING (ASEA BROWN BOVERI)
ADL	PETROLEUM MANAGEMENT PROGRAM
ASEAN/COAL	ASEAN COAL TECHNOLOGY
ASEAN/COGENERATION	ASEAN COGENERATION STUDY PROGRAM
ASEAN/PLANNING	ASEAN ENERGY PLANNING IN MALAYSIA
P&V-ELEC	ELECTRIC POWER TRANSMISSION & SUBSTATION ENGINEERING
E&V-UIEC	UTILITY & INDUSTRY ENERGY CONSERVATION
CFED	ANALYSIS & NEGOTIATION OF BUILD-OWN-OPERATE & BUILD-OWN-TRANSFER PROJECTS
CSM-ECON	ECONOMIC & FINANCIAL ANALYSIS OF ENERGY PROJECTS
EASTMOUNT	STATIONARY SOURCE POLLUTION MONITORING
ELI	ENVIRONMENTAL POLICY DEVELOPMENT AND IMPLEMENTATION
EERC	FLUIDIZED BED COMBUSTION - CLEAN COAL TECHNOLOGIES
EGSA	DIESEL ELECTRIC POWER GENERATION
ESRC	POWER SYSTEMS (CONTROL &) PROTECTION
ETS	AIR POLLUTION CONTROL TECHNOLOGIES
GE	POWER SYSTEMS ENGINEERING (GENERAL ELECTRIC)
GPC-MECH MAINT	MECHANICAL MAINTENANCE OF POWER PLANT EQUIPMENT
GPC-UTIL ENG	ELECTRIC UTILITY ENGINEERING
HRD	HUMAN RESOURCE MANAGEMENT & DEVELOPMENT (IN-COUNTRY)
ICF	NATURAL GAS POLICY
IMDC	GENERAL MANAGEMENT OF ELECTRIC UTILITIES
IPCS	APPLIED PETROLEUM EXPLORATION & PRODUCTION
IPD	PETROLEUM MANAGEMENT
LINNHOFF	REFINERY ENERGY CONSERVATION
NR/CA/U. MO.	ENGINEERING
OGCI	MANAGING A NATIONAL PETROLEUM ENTERPRISE
PFC	MANAGING A NATIONAL PETROLEUM ENTERPRISE
PTRI	APPLIED PETROLEUM EXPLORATION & PRODUCTION or OIL AND GAS EXPLORATION AND PRODUCTION
PTR11	OIL AND GAS EXPLORATION
PTR12	OIL AND GAS RESERVOIR EVALUATION, DEV. & PRODUCTION

Training Sites

Course Titles

QUALTEC
REMPOWER
SHELL
STONY BROOK

UTILITY AND INDUSTRY ENERGY CONSERVATION
SOLAR ELECTRICITY (PHOTOVOLTAIC) TECHNOLOGIES
AMBIENT AIR QUALITY MONITORING
ENERGY ECONOMICS

TVA1
TVA2
UFI
UPA1

UTILITY AND INDUSTRY ENERGY CONSERVATION
ELECTRIC UTILITY ENGINEERING
COAL UTILIZATION TECHNOLOGIES
ENERGY PLANNING AND POLICY

U. CONN.
U. PENN.
U. PITT.
WEST

ENERGY ECONOMICS
ENERGY MANAGEMENT & POLICY (M.A. DEGREE)
EXECUTIVE MANAGEMENT (UNIV. OF PITTSBURGH)
POWER SYSTEMS ENGINEERING (WESTINGHOUSE)

CETP & ETP PARTICIPANTS
PHILIPPINES

07/01/92

NAME	EMPLOYER	TRAINING SITE	STARTDATE	GRADDATE
** PHILIPPINES				
- ABAYAN, WAYNE D.	MINISTRY OF ENERGY	TVA1	06/03/84	07/28/84
ABELLANA, RAFAEL COLOYAN	NATIONAL POWER CORPORATION	GPC-MECH MAINT	07/30/91	09/27/91
ALBIÑO, MARIA ASUNCION	OFFICE OF ENERGY AFFAIRS	UPA1	01/07/87	08/01/87
ALCODOY, ALEJANDRO F.	CAGAYAN ELECTRIC POWER & LIGHT CO.	B&V-UIEC	03/10/92	05/15/92
ALMAZAN, VALERIANO	NATIONAL POWER CORPORATION	TVA2	09/07/86	12/19/86
ALONG, MILTON U.	CAGAYAN ELECTRIC POWER & LIGHT CO.	CSM-ECON	02/05/91	04/12/91
ANGULUAN, EDMUND PEREZ	NATIONAL POWER CORPORATION	ELI	08/13/91	11/08/91
ANUNCIACION, JESUS CATACTAN	OFFICE OF ENERGY AFFAIRS	ASEAN/COAL	08/24/86	12/19/86
ARRIOLA, RMCODORA	OFFICE OF ENERGY AFFAIRS	STONY BROOK	03/11/85	04/27/85
ARROSIO, ANTONIO P.	ARMCO-MARSTEEL ALLOY CORP.	QUALTEC	09/04/90	11/02/90
ASUNCION, ABRAHAM E.	ENERGY REGULATORY BOARD	B&V-UIEC	03/10/92	05/15/92
AUSTRIA, RICARDO R.	NATIONAL POWER CORPORATION	TVA2	09/02/85	12/20/85
BADURIA, CONSTANCA	OFFICE OF ENERGY AFFAIRS	UFI	08/01/89	10/27/89
BAILE, MARIO C.	NATIONAL POWER CORPORATION	UPA1	01/12/85	08/01/86
BAILE, MARIO C.	NATIONAL POWER CORPORATION	ASEAN/COGENERATION	04/22/90	05/12/90
BALIHTEC, RENATO A.	ILOCOS NORTE ELECTRIC COOPERATIVE	GPC-UTIL ENG	10/01/91	12/20/91
BASSIG, EDILBERTO I.	CAGAYAN I ELECTRIC COOPERATIVE	IMDC	09/11/90	12/07/90
BATARA, MARIA RAIDIS PLAMECO	ENERGY REGULATORY BOARD	IMDC	09/10/91	12/06/91
BAUTISTA, ELEAZAR JIMENEZ	HERALCO	GPC-UTIL ENG	10/01/91	12/20/91
BAUTISTA, ELMER B.	COTABATO ELECTRIC COOPERATIVE	IMDC	09/11/90	12/07/90
BICAR, EUGENE HANDAYAN	NATIONAL POWER CORPORATION	GPC-UTIL ENG	10/01/91	12/20/91
BUENCAMINO, RICARDO V.	HERALCO	IMDC	09/11/90	12/07/90
CABLAO, JOCELYN FLORES	PCIERD	ASEAN/PLANNING	10/11/87	11/06/87
CABRERA, ELMER GABUTERO	NATIONAL POWER CORPORATION	UPA1	01/15/91	06/28/91
CAGAMPANG, JR., MARCELINO V.	CAGAYAN ELECTRIC POWER & LIGHT CO.	GPC-UTIL ENG	10/01/91	12/20/91
CALAGUAS, RORIGO	HERALCO	QUALTEC	09/04/90	12/01/90
CALIMON, VIRGILIO CARREON	HERALCO	GPC-UTIL ENG	10/01/91	12/20/91
CANLAS, LAMBERTO M.	NEGROS OCCIDENTAL ELECTRIC COOP.	IMDC	09/11/90	12/07/90
CANTILLER, DAMILO B.	NATIONAL POWER CORPORATION	U. CONN.	05/16/82	08/15/82
CAKPIO, EDUARDO	HERALCO	GPC-MECH MAINT	05/01/90	07/27/90
CASACOP, TEDDY M.	OFFICE OF ENERGY AFFAIRS	TVA1	06/02/85	07/26/85
CASTRO, CRISANTA	NATIONAL ELECTRIFICATION ADMIN.	NRECA/U MO	06/25/83	07/23/83
CAYETANO, ALFREDO A.	NATIONAL POWER CORPORATION	UFI	08/01/89	10/27/89
CECILIO, ORLANDO L.	HERALCO	ASEAN/PLANNING	10/11/87	11/06/87
CLARICIA, ALEXANDER SARMIENTO	ENERGY REGULATORY BOARD	B&V-UIEC	03/17/92	05/15/92
CLORES, BENJAMIN M.	NATIONAL ELECTRIFICATION ADMIN.	GPC-UTIL ENG	10/01/91	12/20/91
COLICO, JOHN P.	OFFICE OF ENERGY AFFAIRS	TVA1	06/02/85	07/26/85
CONJE, RICARDO PEPITO	NATIONAL POWER CORPORATION	GPC-MECH MAINT	07/30/91	09/27/91
CONTRERAS, CONRADO RAHOS	PHILIPPINE NATIONAL OIL CO.	ASEAN/COAL	08/24/86	12/19/86
CORDERO, CHARLES	OFFICE OF ENERGY AFFAIRS	TVA1	05/01/86	06/27/86
CORPUZ, ROGUE F.	NATIONAL POWER CORPORATION	TVA1	07/01/82	08/29/82
CORRO, RAMON G.	NATIONAL POWER CORPORATION	UFI	08/01/89	10/27/89
CRUZ, CYNTHIA R.	MINDANAO RURAL ELECTRIC COOP	IMDC	09/11/90	12/07/90
CRUZ, ORLANDO M.	NATIONAL POWER CORPORATION	TVA1	07/01/82	08/29/82
CUEVAS, CRISPINO	SOLID MILLS, INC.	GPC-MECH MAINT	05/01/90	07/27/90
DE CASTRO, LAARNI D.	PHILIPPINE NATIONAL OIL CO.	ASEAN/PLANNING	10/11/87	11/06/87
DE DIOS, EDGAR	NATIONAL POWER CORPORATION	UFI	08/01/89	10/27/89

CETP & ETP PARTICIPANTS
PHILIPPINES

07/01/92

NAME	EMPLOYER	TRAINING SITE	STARTDATE	GRADDATE
DE GUZMAN, VICENTE V.	NATIONAL POWER CORPORATION	TVA1	06/01/88	07/20/88
DE LA PEÑA, IVANNA G.	HERALCO	IMDC	09/11/90	12/07/90
DEDEL, SAMUEL B.	HERALCO	CSM-ECON	02/05/91	04/12/91
DEL ROSARIO, CORDELL U.	NATIONAL POWER CORPORATION	TVA2	09/21/83	01/30/84
DELARAMA, WILFREDO	CEBECO II	IMDC	09/12/89	12/08/89
DESCANZO, ROBINSON PAGUIO	NATIONAL POWER CORPORATION	UPA1	01/21/92	07/03/92
DIAZ DE RIVERA, RAMON BELEN	PHILIPPINE NATIONAL OIL CO.	UPA1	01/21/92	07/03/92
DOMINGO, CATALINO G.	PHILIPPINE NATIONAL OIL CO.	PTRI	05/07/86	09/19/86
ECHAVEZ, MARCOS DELDA	OFFICE OF ENERGY AFFAIRS	B&V-UIEC	03/10/92	05/15/92
ELARDO, THEODORE UY	NATIONAL POWER CORPORATION	ASEAN/COAL	08/24/86	12/19/86
EMPLEO, JR., RICARDO MORENO	NATIONAL POWER CORPORATION	UPA1	01/16/90	07/27/90
ENRIQUEZ, JOSELITO GAYAPA	PHILIPPINE NATIONAL OIL CO.	ASEAN/COAL	08/24/86	12/19/86
ESPANTO, ZOSIMO	OFFICE OF ENERGY AFFAIRS	UPA1	01/07/87	08/01/87
ESPEDIDO, GETULIO CARMENCHITO V.	ENERGY REGULATORY BOARD	B&V-UIEC	03/17/92	05/15/92
EVANGELISTA, ALEXANDER P.	HERALCO	IMDC	09/10/91	12/06/91
FERNANDEZ, EDUARDO BARROS	OFFICE OF ENERGY AFFAIRS	EERC	05/21/91	07/19/91
FONACIER, CLARIBEL	NATIONAL POWER CORPORATION	STONY BROOK.	03/11/85	04/27/85
FREZ, JULITO B.	NATIONAL POWER CORPORATION	WEST	09/03/85	12/13/85
GABRIZ, VIRGILIO G.	APEX MINING COMPANY	TVA1	06/01/88	07/20/88
GALES, ISIDORO RULIDA	NONOC MINING AND INDUSTRIAL CORP.	ASEAN/COAL	08/24/86	12/19/86
GALSIM, MA. LOURDES GLORIA	OFFICE OF ENERGY AFFAIRS	ASEAN/PLANNING	10/11/87	11/06/87
GARCIA, ADOLFO G.	PHILIPPINE NATIONAL OIL CO.	PTRI	05/14/85	10/04/85
GEREMIAS, ALEX ELISAH	NATIONAL POWER CORPORATION	TVA1	05/01/86	06/27/86
GESHUNDO, MARCIA F.	OFFICE OF ENERGY AFFAIRS	UPA1	01/16/90	07/27/90
GONZAGA, MARIANO B.	HERALCO	IMDC	09/10/91	12/06/91
GONZALES, SAUL S.	OFFICE OF ENERGY AFFAIRS	TVA1	06/01/88	07/20/88
GUIEB, RENATO-A.	NATIONAL POWER CORPORATION	ASEAN/COAL	08/24/86	12/19/86
HABITAN, ARTEMIC	OFFICE OF ENERGY AFFAIRS	TVA1	06/02/85	07/26/85
HAMOY, VENUSTO C.	NATIONAL POWER CORPORATION	TVA2	09/03/84	12/08/84
HIDALGO, ALBERTO M.	SAN MIGUEL CORPORATION	TVA1	06/01/88	07/20/88
INUMERABLE, ARNIDO O.	ENERGY REGULATORY BOARD	JPA1	01/21/92	07/03/92
JOVE, NOLASCO R.	NATIONAL POWER CORPORATION	ELI	08/13/91	11/08/91
KAMPITAN, GENEROSO R.	PHILIPPINE NATIONAL OIL CO.	IPCS	04/22/84	09/14/84
KINTANAR, ALBINO C.	NATIONAL POWER CORPORATION	QUALTEC	09/04/90	12/01/90
KINTANAR, OLIVER K.	HERALCO	IMDC	09/10/91	12/06/91
LADIGNON, SALLY CRUZ	NATIONAL POWER CORPORATION	UPA1	01/15/91	06/28/91
LAGMAN, ANNELI S.	NATIONAL ECONOMIC & DEV. AUTHORITY	UPA1	01/16/90	07/27/90
LARRACAS, MARIETTA U.	ENERGY REGULATORY BOARD	UPA1	01/15/91	06/28/91
LEYNES, FORTUNATO C.	NATIONAL POWER CORPORATION	GE	09/02/85	04/25/86
LIH, DAVID J.	NATIONAL STEEL CORPORATION	TVA1	06/01/88	07/20/88
LIH, WILLIAM U.	CAGAYAN ELECTRIC POWER & LIGHT CO.	CSM-ECON	02/05/91	04/12/91
LIRIOS, DOMINIC P.	HERALCO	CSM-ECON	02/05/91	04/12/91
LLABAN, NELSON QUE	PNOP EXPLORATION CORP.	IPCS	04/22/84	09/14/84
LLAMES, BENJAMIN V.	NATIONAL POWER CORPORATION	UFI	08/01/89	10/27/89
LOPEZ, PAULINO T.	LEYTE V ELECTRIC COOPERATIVE, INC.	IMDC	09/10/91	12/06/91
MACAPAGAL, NORMA ROSALES	NATIONAL POWER CORPORATION	ASEAN/COAL	08/24/86	12/19/86
MADAMBA, SUNNY ROSE	NEGROS ORIENTAL ELECTRIC COOP.	IMDC	09/11/90	12/07/90

CETP & ETP PARTICIPANT:
PHILIPPINES

07/01/92

NAME	EMPLOYER	TRAINING SITE	STARTDATE	GRADDATE
MALACAMAN, RICLANDO A.	NATIONAL ECONOMIC & DEV. AUTHORITY	UPA1	01/21/92	07/03/92
MANALO *** , SOFRONIO M.	NATIONAL POWER CORPORATION	ASEAN/COAL	08/24/86	12/19/85
MANZANILLO, LEON	PHILIPPINE NATIONAL OIL CO.	TVA1	07/01/82	08/29/82
MANZANILLO, LEON	MINISTRY OF ENERGY	UPA1	01/12/86	08/01/86
MARABULAS, EMILIANO G.	HERALCO	ASEAN/COGENERATION	04/22/90	05/12/90
MARTIN, BASILIO ROSLES	OFFICE OF ENERGY AFFAIRS	UPA1	01/06/89	07/28/89
MONSADA, ZENaida	ENERGY REGULATORY BOARD	ADL	07/29/85	11/22/85
MORGIA, RAINERO B.	OFFICE OF ENERGY AFFAIRS	B&V-UIEC	03/10/92	05/15/92
NATIVIDAD, LUTILINDO	NATIONAL ELECTRIFICATION ADMIN.	NRECA/U MO	06/25/83	07/23/83
NER, JAIME JR. CABURIAH	NATIONAL ELECTRIFICATION ADMIN.	GPC-UTIL ENG	10/01/91	12/20/91
Ocampo, MARCIAL T.	PHILIPPINE NATIONAL OIL CO.	TVA1	07/01/82	08/29/82
OMBAO, JUANILDA	NATIONAL POWER CORPORATION	UPA1	01/08/88	07/29/88
ORENCIA, EDGARDO	NATIONAL POWER CORPORATION	UPA1	01/08/88	07/29/88
PAGUIO, TEODORA M.	ENERGY REGULATORY BOARD	UPA1	01/21/92	07/03/92
PALACIO, JOSELITO M.	CEBU CHAMBER OF COMMERCE & INDUSTRY	B&V-UIEC	03/10/92	05/15/92
PASCUA, JR., JOSE N.	NOXOC MINING AND INDUSTRIAL CORP.	ASEAN/COAL	08/24/86	12/19/86
PENA, FORTUNATO C.	CAMARINES SUR IV ELECTRIC COOP, INC	IMDC	09/10/91	12/06/91
PENALBA, MORENO MARASIGAN	ENVIRONMENTAL MANAGEMENT BUREAU	ETS	10/15/91	12/04/91
PINANO, DANILO	OFFICE OF ENERGY AFFAIRS	TVA1	05/01/86	06/27/86
PUJANES, AIDA C.	OFFICE OF ENERGY AFFAIRS	UPA1	01/21/92	07/03/92
RAFOLS JR., RAYMUNDO R.	ARMCO-MARSTEEL ALLOY CORP.	TVA1	06/03/84	07/28/84
RAMOS, FELIX P.	CENTRAL AZUCARERA DE TAKLAC	TVA1	06/01/88	07/20/88
REBOSA JR., LEONCIO	NATIONAL POWER CORPORATION	UPA1	01/06/89	07/28/89
REYES, ANTONIO DE LEON	NATIONAL POWER CORPORATION	GPC-MECH MAINT	05/01/90	07/27/90
REYES, TEODORO M.	PHILIPPINE NATIONAL OIL CO.	ADL	08/15/82	12/17/82
REYES, TEODORO M.	PHILIPPINE NATIONAL OIL CO.	ASEAN/PLANNING	10/11/87	11/06/87
REYES, JR., RAYMUNDO A.	TRANS-ASIA OIL & MINERAL DEV. CORP.	PFC	09/24/91	12/06/91
RITURBAN, ROGELIO C.	NATIONAL POWER CORPORATION	UPA1	01/16/90	07/27/90
RIVAS, LETICIA E.	OFFICE OF ENERGY AFFAIRS	CSM-ECON	02/05/91	04/12/91
ROBLES, FLORENTINA M.	ENERGY REGULATORY BOARD	UPA1	01/15/91	06/28/91
ROMULO, NESTOR	NATIONAL POWER CORPORATION	GPC-MECH MAINT	05/01/90	07/27/90
ROQUE, HORACIO T.	NATIONAL POWER CORPORATION	ASEAN/PLANNING	10/11/87	11/06/87
ROSELO, ALICE G.	NATIONAL POWER CORPORATION	UPA1	01/06/89	07/28/89
RUIZ, PEAL MARTIN TUMBUCON	OFFICE OF ENERGY AFFAIRS	B&V-UIEC	03/10/92	05/15/92
SABINO, PEARLIE ZAPANTA	NATIONAL POWER CORPORATION	UPA1	01/15/91	06/28/91
SALCEDO, BEN-HUR C.	OFFICE OF ENERGY AFFAIRS	PFC	09/25/90	12/07/90
SAMIA, HONORIO GUECO	NATIONAL ELECTRIFICATION ADMIN.	GPC-UTIL ENG	10/01/91	12/20/91
SAN JOSE, ERNESTO S.	PHILIPPINE NATIONAL OIL CO.	PTRI	05/14/85	10/04/85
SANTIAGO, ROGELIO L.	HERALCO	IMDC	09/12/89	12/08/89
SANTOS, RIZALINO GUERRERO	NATIONAL POWER CORPORATION	ASEAN/PLANNING	10/11/87	11/06/87
SAROCA, ISAGANI O.	HERALCO	IMDC	09/10/91	12/06/91
SATINA, EDECIO ANTONIO CAL	CEBU ELECTRIC COOPERATIVE - CENTRAL	IMDC	09/10/91	12/06/91
SIA, HENRY ROBLES	CENTRAL NEGROS ELECTRIC COOPERATIVE	IMDC	09/11/90	12/07/90
SINGSON, ROGELIO V.	CCPAP	CFED	12/01/91	12/18/91
SOSONG, ARTURO C.	MAGUINDANAO ELECTRIC COOPERATIVE	IMDC	09/12/89	12/08/89
SOLERA, GINES	OFFICE OF ENERGY AFFAIRS	TVA1	06/02/85	07/26/85
SUNICO, LORENZO JOAQUIN	NATIONAL POWER CORPORATION	UPA1	01/16/90	07/27/90
AMANG, JESUS T.	OFFICE OF ENERGY AFFAIRS	UPA1	01/07/87	08/01/87

CETP & ETP PARTICIPANTS
PHILIPPINES

07/01/92

NAME	EMPLOYER	TRAINING SITE	STARTDATE	GRADDATE
TARCELO, FRANCIS ANTONIO GUTIERREZ	PETROFIELDS EXPLORATION & DEV. CO.	PTR11	08/27/91	11/15/91
TIO, RICARDO G. JR.	DAVAO DEL NORTE ELECTRIC COOP, INC.	IMDC	09/10/91	12/06/91
TOLEDO, WILFREDO S.	PHILIPPINE NATIONAL OIL CO.	TVA1	07/01/82	08/29/82
TOLIBAS, GILBERTO L.	MERALCO	B&V-UIEC	03/10/92	05/15/92
TOLRENTINO, VALIA	NATIONAL ELECTRIFICATION ADMIN.	HRECA/U MO	06/25/83	07/23/83
TORRES, CHOFRE MANGROBAHG	BRETON ENGINEERED PRODUCTS	TVA1	06/02/85	07/26/85
TORRES, RESNOL COHOL	LANAO DEL NORTE ELECT. COOPERATIVE	GPC-UTIL ENG	10/01/91	12/20/91
TORRES, ROGELIO V.	NATIONAL POWER CORPORATION	IMDC	09/10/91	12/06/91
TUPAS, CLOVIS	OFFICE OF ENERGY AFFAIRS	TVA1	05/01/86	06/27/86
VALENCIA, GENEROSO	SAN MIGUEL CORPORATION	ASEAN/COGENERATION	04/22/90	05/12/90
VALEROS, BIENVENIDO D.	NATIONAL POWER CORPORATION	ESRC	06/03/91	08/16/91
VEGA, JR., JAIHE B.	NATIONAL POWER CORPORATION	GPC-UTIL ENG	10/01/91	12/20/91
VER, JR., SIMEON ANTONIO AGBAYANI	DEPT. OF TRANS. & COMMUNICATIONS	CFED	12/01/91	12/18/91
VERZOSA, JR., QUINTIN R.	NATIONAL POWER CORPORATION	WEST	09/04/84	12/14/84
VILLACRUCIS, ALLAN R.	CEBECO I	IMDC	09/12/89	12/08/89
VILLARBA, ANNA FE (MS.)	NATIONAL POWER CORPORATION	U. PENH.	09/07/84	12/20/85
VILLAROSA, ROMULO	NATIONAL POWER CORPORATION	GPC-MECH MAINT	05/01/90	07/27/90
VISTA, MORENO PITA	NATIONAL ELECTRIFICATION ADMIN.	IMDC	09/10/91	12/06/91
YAN, ALIPIO T.	SAN MIGUEL CORPORATION	TVA1	05/01/86	06/27/86

A N N E X B
UPDATED LIST
O F
ETP PARTICIPANTS

ANNEX B

ETP PARTICIPANTS

COURSE/VENUE/DATE	PARTICIPANTS	AGENCY	DESIGNATION
<p>1992 - ENERGY PLANNING & POLICY COURSE (PHILADELPHIA, PENN. 1/21/92 -7/3/92)</p>	1. Pujanes, Aida	OEA	Chief, SRS Demand Mgt. Div. Planning Services
	2. Inumerable, Arnido	ERB	Legal Officer IV, Legal Branch
	3. Descanzo, Robinson	NPC	CPS, Systems Planning Dept.
	4. Malacaman, Rolando	NEDA	Chief EDS, PCD, Infrastructure Staff
	5. Diaz de Rivera, Ramon Belen	PNOC	Supervisor, Energy Planning & Proj. Dev.
	6. Paguio, Teodora	ERB	Senior ERO, Electric Ind. Audit & Eval.

<p>1992 UTILITY & ENERGY CONSERVATION COURSE (3/10/92 - 5/15/92)</p>	1. Algodon, Alejandro	CEPALCO	Vice President, Head, Engineer- ing Services Division
	2. Palacio, Joselito M.	CCCI	Energy Advisory Specialist, Energy Mgt.
	3. Claricia, Alexander S.	ERB	Engineer III Light & Power Regulation Branch
	4. Asuncion, Abraham E.	ERB	Engineer II, Light & Power Regulation Branch

	5. Tolibas, Gilberto	MERALCO	Sr. Supt., Head Service Quality Assurance Sec.
	6. Echavez, Marcos	OEA	Administrative Officer V, GSD
	7. Ruiz, Peal Martin T.	OEA	Senior SRS Conserv. Div.
	8. Morgia, Rainero B.	OEA	Senior SRS Conserv. Div.
	9. Espedido, Getulio C.	ERB	Engineer III LPRB

1991			
AIR POLLUTION CONTROL TECHNOLOGIES COURSE (10-15-91 to 12-4-91)	1. Peñalba, Moreno	DENR	Supervising Environmental Mgt. Special.
POWER SYSTEMS CONTROL & PROTECTION COURSE (6/3/91 - 8/16/91)	1. Valeros, Bienvenido D.	NPC	Power System Control Supt. OCISD
ELECTRIC UTILITY ENGINEERING COURSE (10/1 - 12/20/91)	1. Cagampang, Jr. Marcelino V.	CEPALCO	Substation Engineer, SOD
	2. Clores, Benjamin	NEA	Principal Engineer A
	3. Ner, Jaime C.	NEA, Davao	Regional TA, Engineering
	4. Balintec, Renato	INEC	Electrical Engineer
	5. Samia, Honorio	SAMELCO I	Acting Gen. Manager
	6. Bautista, Eleazar Jimenez	MERALCO	Sr. Training Instructor, Personnel

	7. Calimon, Virgilio Carreon	MERALCO	Manager, mechanical Engineering
	8. Torres, Resnol	LANECO	no records
	9. Vega, Jr. Jaime V.	NPC Mindanao Regional Office	Maint. Manager Agus IV/V Hydroelectric Plant Complex
	10. Bicar, Eugene Handayan	NPC Mindanao Regional Office	Manager System Ops. Dept.
STRATEGIC PLANNING FOR OIL & GAS EXECUTIVES COURSE (9/24/91 -12/6/91)	1. Reyes, Jr. Raymundo A.	Trans-Asia Oil & Mineral Dev. Corp.	Asst. Vice President for Exploration
MECHANICAL MAINTENANCE OF POWER PLANT EQUIPMENT (7/30/91 - 9/27/91)	1. Abellana, Rafael Coloyan	NPC, Cebu	Principal Engineer B, Utility Ops. CTPP
	2. Conje, Ricardo Pepito	NPC, Cebu	Chief EngineerORM
GENERAL MANAGEMENT OF ELEC. UTILITIES COURSE (9/10/91-12/6/91)	1. Gonzaga, Mariano B.	MERALCO	Asst. V.P. SDD
	2. Evangelista, Alexander P.	MERALCO	Senior Manager & Head, South II Branches
	3. Saroca, Isagani O.	MERALCO	Manager, CSPS
	4. Kintanar, Oliver	MERALCO	Manager Engineering & Trade Sec. TDD
	5. Satina, Edecio Antonio	CEBECO	Resident Manager, OGM
	6. Peña, Fortunato	CASURECO IV	General Manager

	7. Lopez, Paulino	LEYECO V	Acting General Manager
	8. Vista, Moreno Pita	Batangas I Elec. Coop.	Acting General Manager
	9. Tio, Ricardo G.	Davao Norte Electric Coop.	Engineering Manager
	10. Batara, Maria Raidis	ERB	Supervising ERO, EIAEB
	11. Torres, Rogelio	NPC S. Luzon Region	Manager, Tech. Services
ENVIRONMENTAL POLICY DEV. & IMPLEMENTATION COURSE (8/13/91-11/8/91)	1. Anguluan, Edmund Perez	NPC	Manager, Watershed Management Dept.
	2. Jove, Nolasco	NPC	OIC, Environmental Services Div.
CLEAN COURSE TECHNOLOGIES COURSE (5/21/91 - 7/19/91)	1. Fernandez, Eduardo Barros	OEA	Senior SSRS CRD
ECONOMIC & FINANCIAL ANALYSIS OF ENERGY PROJECTS (2/5/91-4/12/91)	1. Dedel, Samuel B.	MERALCO	Assistant VP & Head, FPD
	2. Lim, William U.	CEPALCO	Manager, EID
	3. Lirios, Dominic	MERALCO	Manager, UED
	4. Rivas, Leticia	OEA Electric Power & Light Co.	Chief Budget Officer Budget Div.

25

	5. Along, Milton U.	CEPALCO	Asst. Vice-Pres. Office of the Exec. Vice-Pres. COO
ENERGY PLANNING AND POLICY COURSE (1/15/91 - 6/28/91)	1. Cabrera, Elmer	NPC	Corplan Spec. Systems Planning Dept.
	2. Ladignon, Sally Cruz	NPC	Chief Corplan Specialist Econ. Dept.
	3. Sabino, Pearlle	NPC	Chief Economist PTD
	4. Robles, Florentina	ERB	Chief ERO, Petroleum Indust./ESAEB
	5. Larracas, Marietta	ERB	Chief ERO, EIAEB
OIL & GAS EXPLORATION COURSE (8/27/91-11/22/91)	1. Tarcelo, Francis Antonio	PEDC	Geophysicist/Exploration Analyst
1990 MECHANICAL MAINTENANCE OF POWER PLANT EQUIP. (5/1/90 - 7/27/90)	1. Romulo, Nestor	NPC	Principal Training Engineer TTD

	2. Villarosa, Romulo	NPC Visayas Reg. Center	Supt. B Central Main- tenance Div.
	3. Reyes, Antonio de Leon	NPC MManila Regional Center	Supt., Bataan Thermal Power Plant
	4. Carpio, Eduardo	MERALCO	Supervising Engineer, OD/IESC
	5. Cuevas, Crispino	Solid Mills, Inc.	Energy Manager, Services Eng.
1990			
MANAGING A NATIONAL PETROLEUM ENTERPRISE TRAINING (9/25/90 -12/7/90)	1. Salcedo, Ben Hur	OEA	Deputy Exec. Director, Energy Staff Services
UTILITY & INDUSTRY ENERGY CONSERVATION TRAINING (9/4/90- 11/3/90)	1. Arrobio, Antonio P.	ARMCO Marsteel Alloy Corp.	Maintenance & Engineering Manager
	2. Calaguas, Rodrigo M.	MERALCO	Acting Branch Head, CSD
	3. Kintanar, Albino	NPC Batangas	Ops. Manager, Coal-Fired Thermal Power Plant
GENERAL MANAGEMENT OF ELECTRIC - UTILITIES (9/11/90 - 12/7/90)	1. Buencamino, Ricardo	MERALCO	Sr. Manager & Head, SCCOD/TSG
	2. De la Peña, Ivanna G.	MERALCO	Senior Supt., UED
	3. Canlas, Lamberto	NOCECO	Gen. Manager
	4. Bautista, Elmer B.	COTELCO	Gen. Manager
	5. Madamba, Sunny R.	NORECO	Gen. Manager

	6. Sia, Henry R.	CENECO	Assistant Manager, TS
	7. Bassig, Edilberto	CAGELCO I	Acting Gen. Manager
	8. Cruz, Cynthia	AMRECO	Didn't return
ASEAN PRIVATE POWER & COGENERATION TRAINING PROGRAM (4/22/90 - 5/12/90)	1. Baile, Mario	NPC	Div. Manager, CSP
	2. Marabulas, Emiliano G.	MERALCO	Supt. Engineering Substation
	3. Valencia, Generoso	San Miguel Corporation	retired '90
1990 ENERGY PLANNING & POLICY COURSE (1/16/90 - 7/27/90)	1. Empleo, Jr. Ricardo Moreno	NPC	Proj. Econ. TPDED
	2. Gesmundo, Marcia F.	OEA	Chief SRS/SDD
	3. Lagman, Anneli	EDUF (from NEDA)	Tech. Assist. EPUF
	4. Riturban, Rogelio	NPC	Head Tech. Assist., OVP
	5. Sunico, Lorenzo Joaquin	NPC	OIC Software Dev. Div.
1989 COAL UTILIZATION TECHNOLOGY TRAINING (8/1/89 - 10/27/89)	1. Baduria, Constancia	PNOC (from OEA)	Analyst Logistics
	2. Cayetano, Alfredo A.	NPC	Principal Research Engr OSTS
	3. Corro, Ramon G.	NPC	Principal Engineer A OPO

	4. De Dios, Edgar	NPC, Cebu	Operations Supt., Cebu Thermal Power Plant
	5. Llames, Benjamin V.	N P C	Principal Engineer A, MOAD, QAOD
ENERGY COMPANY MANAGEMENT DEV. COURSE (9/12/89- 12/8/89)	1. Delarama, Wilfredo	CEBECO II	Engineering Manager Eng. Dept.
	2. Santiago, Rogelio	MERALCO	Head East Branch Services Dept.
	3. Sobong, Arturo	Maguindanao Electric Cooperative	President
	4. Villacruzis, Allan R.	left CEBECO I	No record
ENERGY PLANNING & POLICY COURSE (1/6/89 - 7/28/89)	1. Martin, Basilio	OEA	Supervising SRS, OD
	2. Rebosa, Jr. Leoncio R.	NPC	Corporate Planning Specialist SPD
	3. Roselo, Alice G.	NPC	Chief CPS Econ. Dept.
1988 ENERGY PLANNING & POLICY COURSE (1/8/88 - 7/29/88)	1. Ombao, Juanila	NPC	Chief A, ORPD
	2. Orenacia, Edgardo	NPC	Chief Corplan Specialist TPED
UTILITY & INDUSTRY ENERGY CONSERVATION TRAINING (6/1/88 - 7/28/88)	1. Gonzales, Saul	OEA	Senior SRS Conserv. Div.

56

	2. Hidalgo, Alberto	San Miguel Corporation	Senior Assoc. on Energy, TES
	3. Gabriz, Virgilio	Apex Mining Corporation	Manager for Technical & Manpower Dev.
	4. Ramos, Felix P.	Central Azucarera de Tarlac	Div. Manager, Industrial Services
	5. de Guzman, Vicente V	NPC, Manila	Superintendent, Thermal Power Plant
	6. Lim, David J.	National Steel Corporation	Senior Supervisor EEM
1987 ENERGY PLANNING & POLICY COURSE (1/7/87 - 8/1/87)	1. Albino, Ma. Asuncion S.	OEA	Sr. Economist Data-Analysis Section
	2. Espanto, Zosimo	didn't return to OEA	no records
	3. Tamang, Jesus	OEA (out of country on training)	Supervising SRS
1986 UTILITY & INDUSTRY ENERGY CONSERVATION TRAINING (5/1/86 -6/27/86)	1. Cordero, Charles	OEA	Supervising SRS, Bureau of Energy Utilities
	2. Geremias, Alex	NPC	Principal Research Engineer I, RD & D
	3. Piñano, Danilo	OEA	Mechanical/Electrical Engineer
	4. Tupas, Clovis T.	OEA	Mechanical Engineer

	5. Yan, Alipio T.	San Miguel Corporation	Manager, Energy Management Directorate
COURSE ON APPLIED PETROLEUM EXPLORATION AND PRODUCTION TECH. (5/7/86 - 8/29/86)	1. Domingo, Catalino	Oil Exploration Corp. (PNOC)	OIC, Field Projects Geothermal Division
1986 ENERGY MANAGEMENT AND POLICY COURSE (1/12/86-8/1/86)	1. Manzanillo, Leon	Bureau of Energy Utilization	no records
	2. Baile, Mario	NPC	Div. Manager Corp. Studies & Plan. Div.
ASEAN COAL TRAINING (8/24/86 -12/19/86)	1. Pascua, Jr. Jose D.	NONOC Mining & Industrial Corporation	No records
	2. Contreras, Conrado R.	PNOC Coal Corporation	No records
	3. Enriquez, Joselito G.	PNOC Coal Corporation	No records
	4. Manalo Sofronio	NPC	Deceased
	5. Anunciacion, Jesus	OEA	Supervising SRS
	6. Macapagal, Norma	NPC	Engineer, QASD
	7. Elardo, Theodore	NPC, Cebu	In the field
	8. Guieb, Renato	NPC	Migrated
	9. Gales, Isidoro Rulido	Nonoc Mining & Industrial Corp. Surigao	No records

<p style="text-align: center;">1986</p> <p>TVA ELECTRIC UTILITY ENGINEERING (9/7/86 - 12/19/84)</p> <p style="text-align: center;">1985 - 1986</p> <p>POWER SYSTEMS ENGINEERING (9/2/85-4/25/86)</p> <p style="text-align: center;">1985</p> <p>POWER SYSTEMS ENGINEERING (9/3/85 -12/13/85)</p>	1. Almazan, Valeriano	NPC	Manager, Central Maintenance
	1. Leynes, Fortunato	NPC	Principal Engineer B OPAD, SOD
	1. Frez, Julito B.	NPC Northern Luzon	Area Manager, Area I
<p style="text-align: center;">1985</p> <p>TVA ELECTRIC UTILITY ENGINEERING (9/2/85- 12/20/85)</p> <p>PETROLEUM MANAGE- MENT COURSE AT ADL (7/29/85 - 11/22/85)</p>	1. Austria, Ricardo	NPC	CORPLAN Specialist, SPD
	1. Monsada, Zenaida	ERB	Supervisor Energy Regul. Section
ENERGY ECONOMICS (3/11/85 - 4/27/85)	1. Arriola, Rhodora D.	didn't return to OEA	No records
	2. Fonacier, Claribel	NPC	No records
OIL & GAS EXPLORATION - (5/14/85-10/4/85)	1. Garcia, Adolfo	PNOC	No records
	2. San Jose, Ernesto	PNOC	Chief Geologist EC/Geophys.
UTILITY & INDUSTRY ENERGY CONSERVATION (6/2/85-7/26/85)	1. Casacop, Teddy	OEA	Supervising SRS, CRD
	2. Colico, John	didn't return to OEA	No records
	3. Habitan, Artemio	OEA	Senior SRS, ECD
	4. Solera, Gines	resigned from OEA	No records

	5. Torres, Onofre M.	Breton Engineered Products	Deceased
1984 UTILITY & INDUSTRY ENERGY CONSERVATION (6/3/84-7/28/84)	1. Abayan, Wayne	OEA	Supervising SCS, Conserv. Div.
	2. Rafols, Jr. Raymundo	ARMCO-MARSTEEL Alloy Corp.	Maintenance & Engineering Manager, Manuft'g Div.
APPLIED PETROLEUM EXPLORATION & PRODUCTION (4/22/84 - 9/14/84)	1. Kampitan, Generoso	left PNOC	No records
	2. Llaban, Nelson Que	PNOC	Geologist, Exploration Corporation
1984 TVA ELECTRIC UTILITY ENGINEERING (9/3/84 - 12/8/84)	1. Hamoy, Jr. Venusto D.	NPC	Manager, Power Transmission Group
	1984 POWER SYSTEMS ENGINEERING (9/4/84 - 12/14/84)	NPC	Analysis & Protection Sec., Oper. Planning Div.
1984 - ENERGY MGMT. LEADING TO MS IN APPROPRIATE TECH. FOR DEV; Ph.D. IN ENERGY-MGT. (9/3/84 - 12/20/85)	1. Villarba, Anna Fe	NPC	no records
1984 TVA ELECTRIC UTILITY ENGINEERING (9/21/83-1/30/84)	1. Del Rosario, Cordell U.	NPC	V. President Operations Dept.

1983 ELECTRIC POWER DISTRIBUTION SYSTEM PLANNING, PROTECTION & CONTROL COURSE (6/25/83 - 7/23/83)	1. Castro, Crisanta	no longer with NEA	no records
	2. Tolentino, Valia	no longer with NEA	no records
	3. Natividad, Luvilindo	was with NEA now with Island Corp.	In the field
1982			
ENERGY ECONOMICS (5/16/82 -8/15/82)	1. Cantiller, Danilo	NPC	In the field
UTILITY & INDUSTRY ENERGY CONSERVATION (7/1/82-8/29/82)	1. Corpuz, Roque	NPC	No records
	2. Cruz, Orlando	left NPC	No records
	3. Manzanillo, Leon	didn't return to PNOC	No records
	4. Ocampo, Marcial	PNOC (was with OEA)	Coordinator Market Plan- ning & Dis- tribution
	5. Toledo, Wilfredo	PETRON Corp., (was with PNOC)	Supervisor Products Dev. Tech. Dept.
1991			
CLEAN COAL TECHNOLO- GIES COURSE (5/21/91 - 7/19/91)	1. Fernandez, Eduardo Barros	OEA	Senior Staff CRD
ECONOMIC & FINANCIAL ANALYSIS OF ENERGY PROJECTS (2/5/91 - 4/12/91)	1. Dedel, Samuel B.	MERALCO	Sr. Manager & Head, Financial Planning Div.
	2. Lim, William	CEPALCO	Sr. Equip. & Instrument Engineer

	3. Lirios, Dominic	MERALCO	Manager, Area Dev. Sec. Utility Eco. Div. CSSD
	4. Rivas, Leticia	OEA CEPALCO	Budget Officer V Budget Div.
	5. Along, Milton	CEPALCO	Asst. Vice- President Office of the Exec. Vice- Pres. & Chief Operating Office

A N N E X C

ETP SURVEY LOG

ETP SURVEY LOG

COMPANIES/PARTICIPANTSREMARKSAPEX MINING COMPANY

Gabriz, Virgilio G.

ARMCO MARSTEEL ALLOY CORPORATION

2nd Fl. ALPAP I Bldg.
140 Alfaro St. Salcedo Village, Makati, MManila
Contact: Connie (sec.) Ph.: 818-5264 fax: 693-2324

Arrobio, Antonio P. questionnaire in
Rafols Jr., Raymundo R. questionnaire in

ASSOCIATION OF MINDANAO RURAL ELECTRIC COOPERATIVE (AMRECO)

Cruz, Cynthia R. didn't return, no records available

BATANGAS I ELECTRIC COOPERATIVE, INC. (BATELEC I)

Calaca, Batangas
Vista, Moreno P. questionnaire in

BRETON ENGINEERED PRODUCTS

Torres, Onofre M. DECEASED

BUSUANGA ISLAND ELECTRIC COOPERATIVE, INC. (BISELCO)

Busuanga Island

Natividad, Luvelindo

CAGAYAN ELECTRIC POWER & LIGHT CO. (CEPALCO)

Strata 100 Bldg. 8th Floor Emerald Ave., Pasig, MManila
Contact: Madol Regada - Ph.: 631-1581-84
CEPALCO, Cagayan de Oro, Ph.: 726019

Algodon, Alejandro F. interviewed 7/30 in Cagayan
Along, Milton U. interviewed 7/30 in Cagayan
Cagampang, Jr. Marcelino B. interviewed 7/30 in Cagayan
Lim, William U. interviewed 7/30 in Cagayan

CAGAYAN I ELECTRIC COOPERATIVE, Inc. (CAGELCO I)
Solana, Cagayan

Bassig, Edilberto I.

CAMARINES SUR IV ELECTRIC COOPERATIVE INC. (CASURECO IV)
Tigoon, Camarines Sur

Peña, Fortunato C. questionnaire coming

CEBU ELECTRIC COOPERATIVE (CEBECO) CENTRAL
CEVECA Center, Patria Bldg., P. Burgos St. Cebu City
Tel: 613-00, 66-25-20 Fax: 22-06-75

Satina, Edicio A. C. interviewed 8/3 in Cebu

CEBU I ELECTRIC COOPERATIVE, INC. (CEBECO I)
Bitoon, Dmanjug, Cebu

Vilacruzis, Allan R. did not return to Phils.
no records available

CEBU II ELECTRIC COOPERATIVE, INC. (CEBECO II)
Malingin, Bogo, Cebu

Delarama, Wilfredo interviewed 8/3 in Cebu

CEBU CHAMBER OF COMMERCE & INDUSTRY
Osmeña Blvd. - Phone: 336-55

Palacio, Joselito M. interviewed 8/3 in Cebu NPC

CENTRAL NEGROS ELECTRIC COOPERATIVE, INC. (CENECO)
Bacolod City, Negros Occidental Ph.: 22441 to 46

Sia, Henry R. interviewed 8/3 in Bacolod

COTABATO ELECTRIC COOPERATIVE INC. (COTELCO)
Kidapawan, North Cotabato

Bautista, Elmer B. in interviewed 8/4 by phone

DAVAO DEL NORTE ELECTRIC COOPERATIVE INC. (DANECO)
Montevista, Davao del Norte

Tio, Ricardo G. Jr.

DEPARTMENT OF ENVIRONMENT & NATURAL RESOURCES (DENR)

Environmental Management Bureau
6th Fl., Phls. Heart Center, East Ave., Diliman, Q.C.
Ph: 975-698 Fax: 973-254

Peñalba, Moreno M. questionnaire in

ENERGY DEVELOPMENT & UTILIZATION FOUNDATION (EDUFI)

Ortigas Bldg. Room 518, MManila Ph: 631-5782

Lagman, Anneli S. questionnaire in

ENERGY REGULATORY BOARD (ERB)

Philcomcen Bldg. Ortigas Ave. Pasig MM
Contact: Delia Belostrino Ph.: 631-5806 Fax: 631-5871

Asuncion, Abraham E.	questionnaire in
Batara, Maria Raidis P.	interviewed 8/11 MManila
Claricia, Alexander S.	interviewed 8/11 MManila
Espedido, Getulio C.	interviewed 8/11 MManila
Inumerable, Arnido O.	questionnaire in
Larracas, Marietta U.	questionnaire in
Monsada, Zenaida	questionnaire in
Paguio, Theodora M.	interviewed 8/11 MManila
Robles, Florentina M.	interviewed 8/11 MManila

ILOCOS NORTE ELECTRIC COOPERATIVE (INEC)

Dingras, Ilocos Norte

Balintec, Renato A.

LANAO DEL NORTE ELECTRIC COOPERATIVE (LANECO)

Tubod, Lanao del Norte

Torres, Resnol Conol

LEYTE V ELECTRIC COOPERATIVE INC. (LEYECO V)

Ormoc City, Leyte

Lopez, Paulino T.

MAGUINDANAO ELECTRIC COOPERATIVE (MAGELCO)

Awang Dinaig, Maguindanao

Sobong, Arturo C.

MANILA ELECTRIC COMPANY (MERALCO)

Ortigas Ave., Makati, MManila

Contact: Sergio Leonano

Ph.: 631-5583, 632-8290 Fax: 632-8558

Bautista, Eleazar J.	interviewed 7/27
Buencamino, Ricardo B.	questionnaire in
Calaguas, Rodrigo	interviewed 7/27 in MM
Calimon, Virgilio C.	questionnaire in - MIESCO
Carpio, Eduardo	awaiting questionnaire 8/11
De la Peña, Ivanna G.	interviewed 7/27
Dedel, Samuel B.	interviewed 7/27 in MM
Evangelista, Alexander P.	interviewed 7/27 in MM
Gonzaga, Mariano B.	interviewed 7/2. in MM
Kintanar, Oliver K	interviewed 7/27 in MM
Lirios, Dominic P.	interviewed 7/24 in MM
Marabulas, Emiliano G.	interviewed 7/27 in MM
Santiago, Rogelio L.	interviewed 7/27 in MM
Saroca, Isagani O.	interviewed 7/27 in MM
Tolibas, Gilberto L.	interviewed 7/24 in MM

NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY (NEDA)

NEDA Sa Pasig, Amber Rd., Pasig

Contact: Evelinne G. Santico, Amber (HRD)

Ph.: 673-6521, 631-3709

Malacaman, Rolando A. questionnaire in

NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)

Capitol Building, 1050 Quezon Blvd. Ext., Quezon City

Contacts: Ms. Josefina Capule (Sec.: Cori)

Ms. Madeleine Barrera

Ph.: 998-781, 992-471

Castro, Crisanta	resigned, no records available
Clores, Benjamin M.	in the field
Tolrentino, Valia	resigned, no records available

NATIONAL STEEL CORPORATION

Lim, David J.

NATIONAL POWER CORPORATION (NPC)

Quezon & Agham, Quezon City, MM
Contact: Elvira Sernal/Linda Zuniga
Ph.: 921-7072 Fax: 922-5907

Visayas Regional Center Jones Ave, Cebu City
Contact: Bing Santos Ph.: 21-45-99, 21-18-01 Fax: 54061

Abellana, Rafael C.	interviewed 8/3 in Cebu
Almazan, Velriano	MManila
Anguluan, Edmund P.	interviewed 7/23 in MM
Austria, Ricardo R.	
Baile, Mario C.	questionnaire in
Bicar, Eugene H.	in the field
Cabrera, Elmer G.	
Cantiller, Danilo B.	interviewed 7/23 in MM
Cayetano, Alfredo A.	questionnaire in
Conje, Ricardo P.	interviewed 8/3 in Cebu
Corpuz, Roque F.	questionnaire in
Empleo, Jr. Ricardo M.	interviewed 7/22 in MM
Corro, Ramon G.	interviewed 8/3 in Cebu
Cruz, Orlando M.	left NPC, no records available
De Dios, Edgar	
De Guzman, Vicente	
Del Rosario, Cordell	questionnaire in
Descanzo, Robinson P.	
Elardo, Theodore Uy	
Empleo, Jr. Ricardo M.	interviewed 7/22 in MM
Fonacier, Claribel	
Frez, Julito B.	questionnaire in
Geremias, Alex E.	
Guieb, Renato A.	migrated to U.S.
Hamoy, Venusto D.	in the field
Jove Nolasco R.	interviewed 7/22 in MManila
Kintanar, Albino C.	questionnaire in
Ladignon, Sally C.	interviewed 7/23 in MManila
Leynes, Fortunato C.	
Llames, Benjamin V.	interviewed 7/23 in MManila
Macapagal, Norma R.	interviewed 7/23 in MManila
Manalo, Sofronio M.	DECEASED
Ombao, Juanilda	interviewed 7/22 in MManila
Orencia, Edgardo	
Rebosa, Jr. Leoncio	home office
Reyes, Antonio de Leon	
Riturban, Rogelio C.	questionnaire in
Romulo, Nestor	out of town
Roselo, Alice G.	interviewed 7/22 in MManila
Sabino, Pearlle Z.	interviewed 7/22 in MM
Sunico, Lorenzo J.	interviewed 7/23 in MM
Torres, Rogelio V.	in the field
Valeros, Bienvenido D.	interviewed 7/22 in MM
Vega, Jr. Jaime B.	questionnaire in

NATIONAL POWER CORPORATION (NPC) (continued)

Verzoza, Jr. Quintin R. home office
Villarba, Ana F. left NPC, no records available
Villarosa, Romulo

NEGROS OCCIDENTAL ELECTRIC COOPERATIVE INC. (NECECO)

Kabanakalan, Negros Occidental

Canlas, Lamberto M. interviewed 8/4 in Bacolod

NEGROS ORIENTAL I ELECTRIC COOPERATIVE INC. (NERECO I)

Bindoy, Negros Oriental

Madamba, Sunny Rose interviewed 8/4 in Bacolod

NONOC MINING & INDUSTRIAL CORPORATION

Gales, Isidoro R. left, no records available
Pascua, Jr. Jose N.

OFFICE OF ENERGY AFFAIRS (OEA)

PNP Compound, Fort Bonifacio, Makati, MManila
Contacts: Griselda Bausa (sec. Melissa), Loreta Ayson
Ph.: 85-22-98, 817-8603, 818-8613 Fax: 817-8603

Abayan, Wayne D.	
Albino, Maria Asuncion	interviewed 7/10 in MM
Anunciacion, Jesus C.	interviewed 7/13 in MM
Arriola, Rhodora	didn't return to OEA
Casacop, Teddy M.	interviewed 7/12 in MM
Colico, John P.	didn't return to OEA
Cordero, Charles	interviewed 7/13 in MM
Echavez, Marcos D.	interviewed 7/10 in MM
Espanto, Zosimo	didn't return to OEA
Fernandez, Eduardo B.	interviewed 7/10 in MM
Gesmundo, Maria F.	interviewed 7/13 in MM
Gonzalez, Saul S.	interviewed 7/12 in MM
Habitan, Artemio	interviewed 7/13 in MM
Martin, Basilio Robles	interviewed 7/10 in MM
Morgia, Rainero	out of town
Pinano, Danilo	didn't return to OEA
Pujanes, Aida C.	interviewed 7/12 in MM
Rivas, Leticia E.	interviewed 7/10 in MM
Ruiz, Peal M. T.	interviewed 7/12 in MM
Salcedo, Ben-Hur C.	interviewed 7/10 in MM
Solera, Gines	resigned, (no records)
Tamang, Jesus T.	out of country (training)
Tupas, Clovis	out of country (training)

PETROFIELDS EXPLORATION & DEVELOPMENT COMPANY

Benguet Center #12 ADB Ave. Mandaluyong, MManila
Ph.: 631-6413, 631-2860

Tarcelo, Francis A. G.

PETRON CORPORATION

7901 Makati Ave, Makati MManila
Ph: 883-786, 521-4356 Fax: 50-63-62

Toledo, Wilfredo S. questionnaire in

PHILIPPINE NATIONAL OIL COMPANY (PNOC)

7901 Makati Ave. Petron Bldg., 12th floor
Contact: Noemi Padla, Joan (sec.)
Ph: 859-061 Fax: 815-2721

Baduria, Constancia	questionnaire in, from OEA
Contreras, Conrado R.	
Diaz De Rivera, Ramon B.	
Domingo, Catalino G.	interviewed 7/21 Ft. Bonifacio
Enriquez, Joselito G.	left PNOC, no records available
Gamboa, E.M.	questionnaire in
Garcia, Adolfo G.	left PNOC, no records available
Kampitan, Generoso R.	left PNOC, no records available
Llaban, Nelson Q.	interviewed 7/21 - PNOP
Manzanillo, Leon	didn't return - no records
Ocampo, Marcial T.	questionnaire in - (from OEA)
San Jose, Ernesto S.	interviewed 7/21 in MManila

REGIONAL ELECTRIFICATION CENTER XI

Blucor Bldg., Insular Village
National Highway, Davao City

Ner, Jaime Jr. Caburian

SAMAR I ELECTRIC COOPERATIVE, INC. (SAMELCO I)

Calgoyog City, Samar

Samia, Honorio G.

SAN MIGUEL CORPORATION

San Miguel Bldg. (4th Fl.) #40 San Miguel Ave.
Mandaluyong, MManila Ph.:632-2430 Fax: 632-2328

Hidalgo, Alberto M.
Valencia, Generoso
Yan, Alipio T.

no records available
retired
questionnaire coming

SOLID MILLS INCORPORATED

Sucac, Muntinlupa, MManila Ph.: 842-2210 loc. 400

Cuevas, Crispino

questionnaire in

TRANS-ASIA OIL & MINERAL DEVELOPMENT CORPORATION

PHINMA Bldg., 3rd Floor
166 Salcedo St., Legaspi Village, Makati, MManila
Contact: sec. Zenny Padilla Ph.: 810-9526 Fax: 818-8206

Reyes, Jr. Raymundo A.

ANNEX D
SAMPLE QUESTIONNAIRE (BLANK)

UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT
MANILA, PHILIPPINES

ETP COURSE EFFECTIVENESS QUESTIONNAIRE

(1) When did you return from your USAID-sponsored training?

_____ _____
Month Year

(2) How long did your training last? _____

(3) What was the name of your course? _____

(4) Did you receive a Certificate of Completion from AID?

Yes ___ No ___

(5) Have you received any other external training since you completed your AID-sponsored program?

Yes ___ No ___

If so, please indicate:

<u>Field of Training</u>	<u>Dates</u>	<u>Location</u>	<u>Sponsor</u>
_____	_____	_____	_____
_____	_____	_____	_____

(6) What is your current position?

_____ _____
Job Title Dept/Division

(7) Is this the job for which you were trained? Yes ___ No ___

If not, please explain: _____

(8) Did you return to the same position you occupied before your AID-sponsored training?

Yes ___ No, ___

If so, are you still holding this appointment?

Yes ___ No ___

(9) Upon your return, did you have to wait for another assignment?

Yes ___ No ___

If so, how long did this process take? _____ (months)

Was it a difficult process? Yes ___ No ___

If so, why? _____

(10) If you have held other positions since returning from training, please list them: (starting with the most recent)

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

(11) How relevant is your training to your present job?

___ Very relevant ___ Somewhat relevant ___ Not relevant

If not relevant, what constraints have you encountered?
(Please number by order of importance)

___ Lack of equipment, supplies or resources

___ Lack of qualified staff

___ Lack of support from superiors

___ Resistance to change by others

___ Too many other responsibilities

Other/s: _____

50

(12) Which of the following orientations, did you attend in preparation for your training program?

_____ Pre-departure orientation in the Philippines

_____ Arrival orientation in the U.S.

_____ Did not attend an orientation. Why? _____

(13) Did you feel adequately prepared for your training program?

Yes ___ No ___

If not, how could you have been better prepared?

(14) Please evaluate the following aspects of your training program?

	Very satisfied	Moderately satisfied	Not satisfied
Program content and delivery (technical level, length, amount of information)	1	2	3
Relevance of training to job	1	2	3
Applicability to local conditions	1	2	3
Balance of theory and practice	1	2	3
Competence of instructors	1	2	3
Adequacy of training	1	2	3

If not satisfied with any aspect, please explain:

(15) Did you have any problem with the following administrative arrangements?

(Please use (N) None, (S) Some, (M) Much)

- Visa/immigration procedure
- Medical insurance
- Maintenance allowance/per diem
- Accommodations
- Travel arrangements
- Support from program monitor (AID/Contractor)
- Academic/personal counselling at training site

(16) Did your training fulfill its designated objectives?

Yes No

If not, please explain why: _____

(17) What would be your recommendations for improving the administration of the training program?

(18) Did you find it difficult to adjust to the social and cultural life in the U.S.?

yes no somewhat

Please explain: _____

(19) What is the most valuable lesson learned from your training?

(20) Did you experience any difficulties in re-adjusting to life in the Philippines? (Use: n=none, s=some, m=much)

- Re-adjusting to your job
- Re-adjusting to cultural norm or life style
- Re-adjusting to family life

(21) How has your training been recognized by your colleagues? (Check all that apply)

- Increased esteem and prestige
- Negative recognition
- No recognition

(22) How has your training been recognized by your superiors? (Check all that apply)

- Job promotion
- Salary increase
- Negative recognition
- No recognition
- Increased duties and responsibilities

(23) Can you give examples of any changes, or new ideas you have introduced in your work as a result of your training program? (e.g. different procedures, techniques, equipment, etc).

(24) Since your return, how often have you corresponded with an organization you visited or person you met during training?

- often occasionally seldom

Reasons: _____

(25) Do you receive any professional publications?

Yes ___ No ___

If so, which ones? _____

(26) Does your current position entail supervising other people?

Yes ___ No ___

If so, how many professionals do you supervise? _____

Were you a supervisor prior to your training? Yes ___ No ___

(27) Please compare the level of responsibility you now have:

___ less ___ same ___ more ___ much more

(28) How many job promotions have you received since the completion of your AID-sponsored training program?

0 1 2 3 4
Dates: _____

(29) To what extent do you presently utilize the knowledge and skills learned from your training program?

Large amount ___ Moderate amount ___ Small amount ___

If small amount, explain: _____

(30) How much have you been able to share learned ideas/techniques (with colleagues and/or supervisors)?

___ Large amount ___ Moderate amount ___ Small amount

If small amount, explain: _____

How was this sharing accomplished? _____

54

(31) Have you faced constraints that impede your optimizing the training you received? ___ Yes ___ No

If so, please indicate the constraints you have encountered:

- ___ Lack of equipment, supplies, or resources
- ___ Lack of qualified staff
- ___ Lack of support from superiors
- ___ Resistance to change by others
- ___ Too many other responsibilities
- ___ Training is not applicable to local conditions.

Other/s: _____

(32) Which of the following activities have you been able to undertake since your training? (Check all that apply)

- ___ Manage a project, office, division, or company
- ___ Initiate new projects or services
- ___ Improve operational procedures, programs or services
- ___ Influence or make policy
- ___ Train other (workshops, on-the-job training, etc)
- ___ Participate in research activities

Other/s: _____

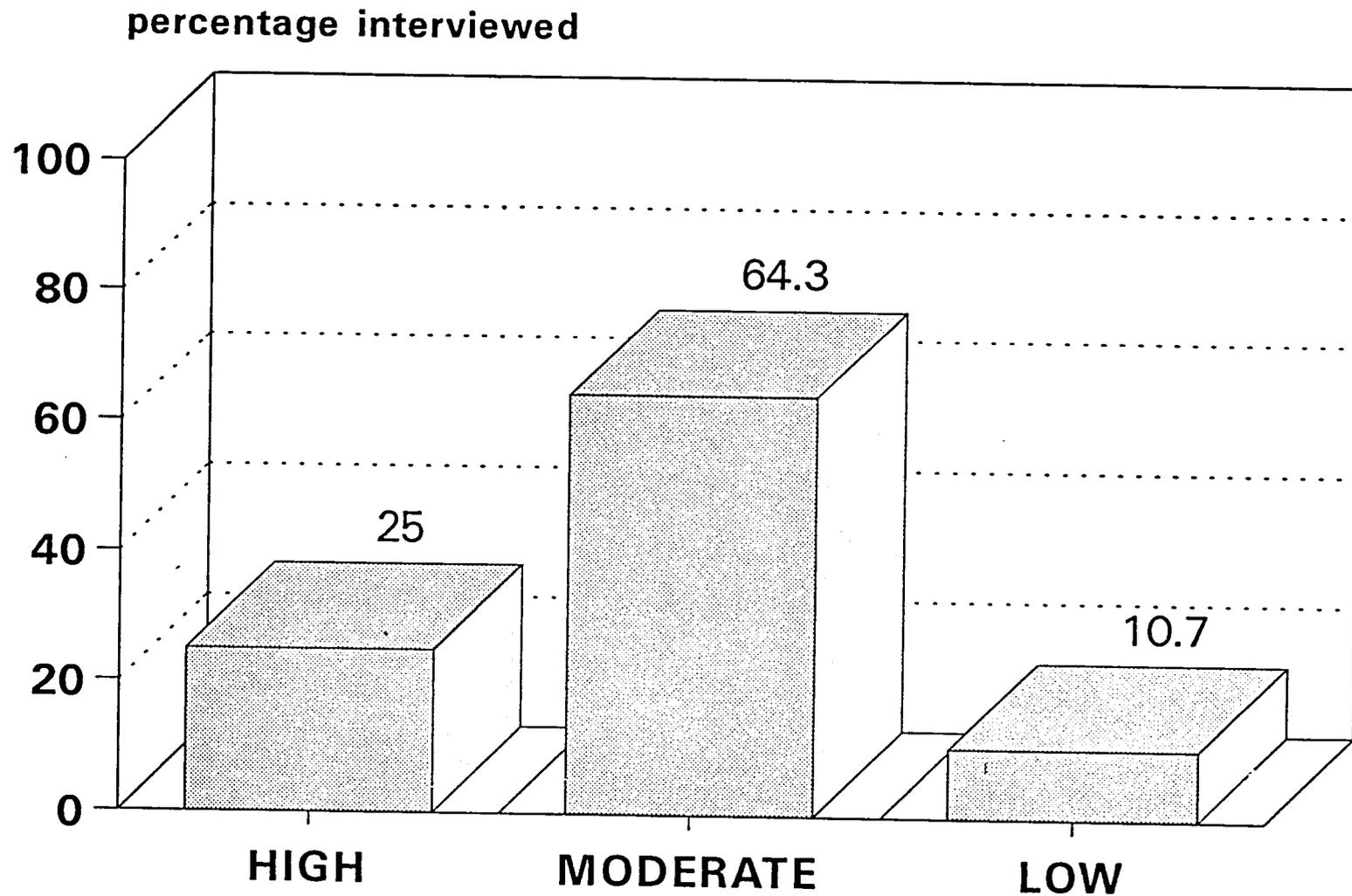
(33) How satisfied are you with you overall training experience?

___ Extremely ___ Moderately ___ Not satisfied

If not satisfied, please give suggestions for improvements:

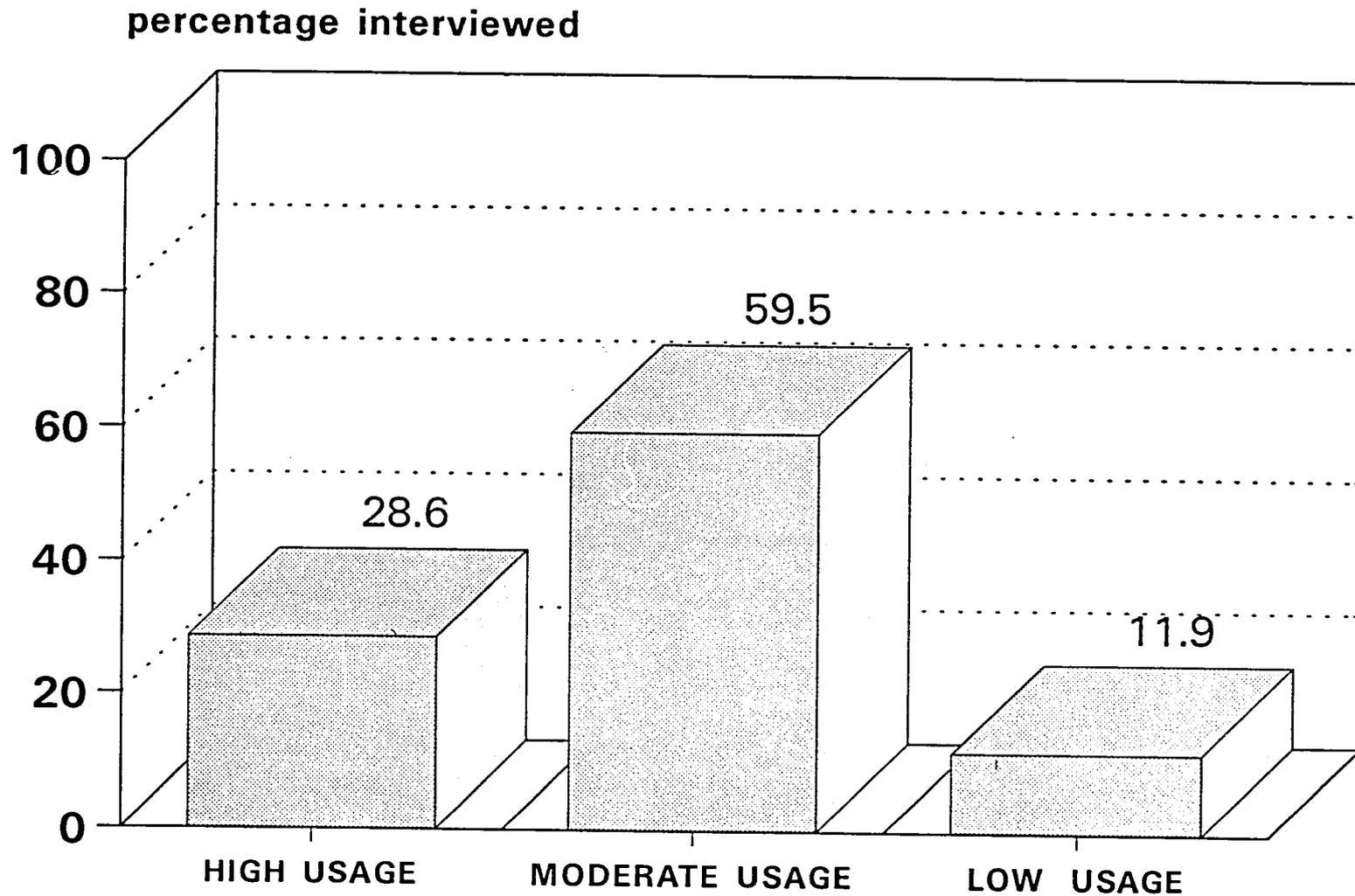
A N N E X E
FIGURES

SHARING OF KNOWLEDGE AND SKILLS AMONG COLLEAGUES AND SUPERVISORS



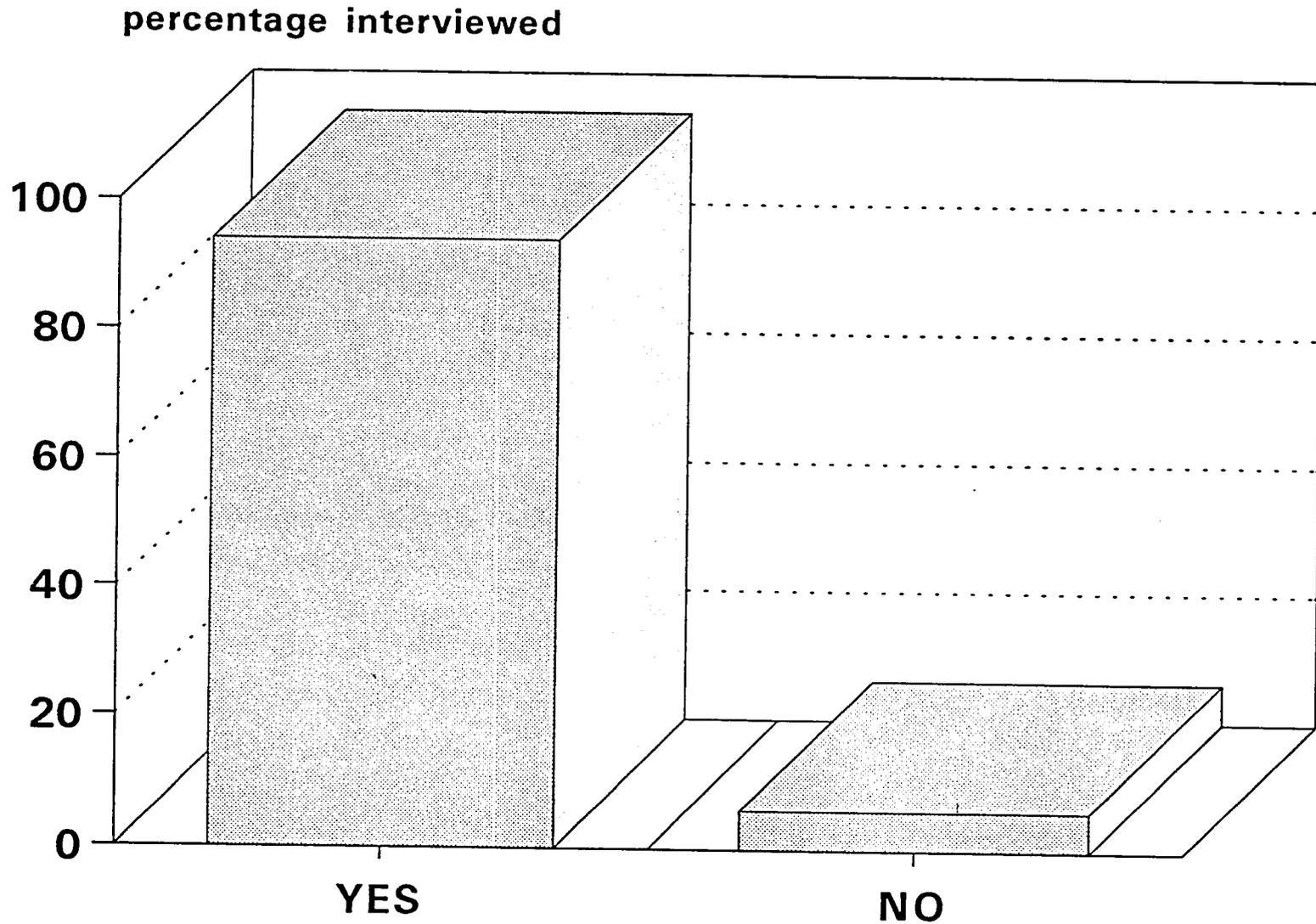
ETP COURSE EFFECTIVENESS - figure 1

EXTENT OF UTILIZATION OF KNOWLEDGE AND SKILLS ACQUIRED

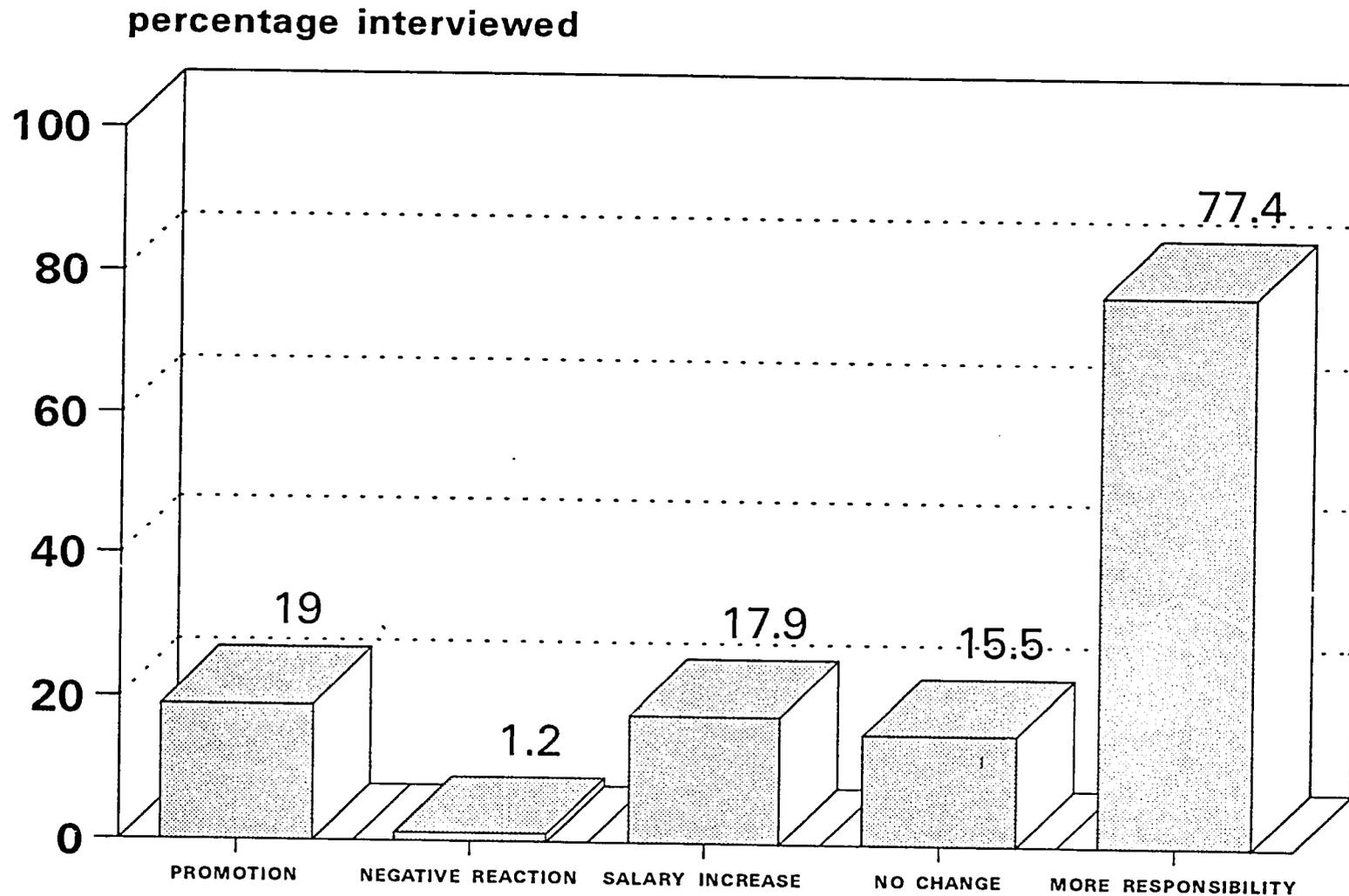


ETP COURSE EFFECTIVENESS - figure 2

OBJECTIVES OF TRAINING FULFILLED

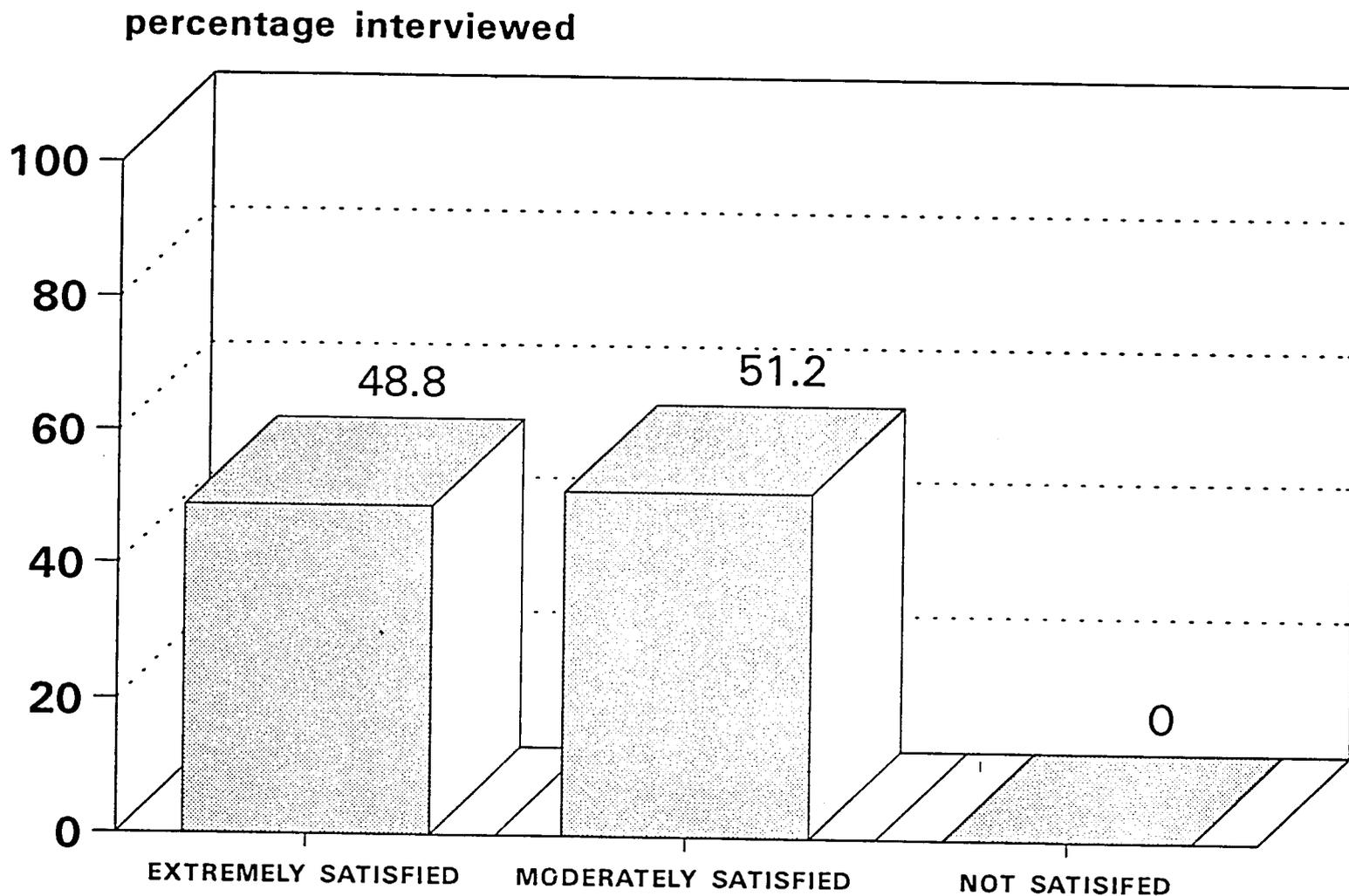


EFFECT OF TRAINING ON PRESENT JOB SITUATION



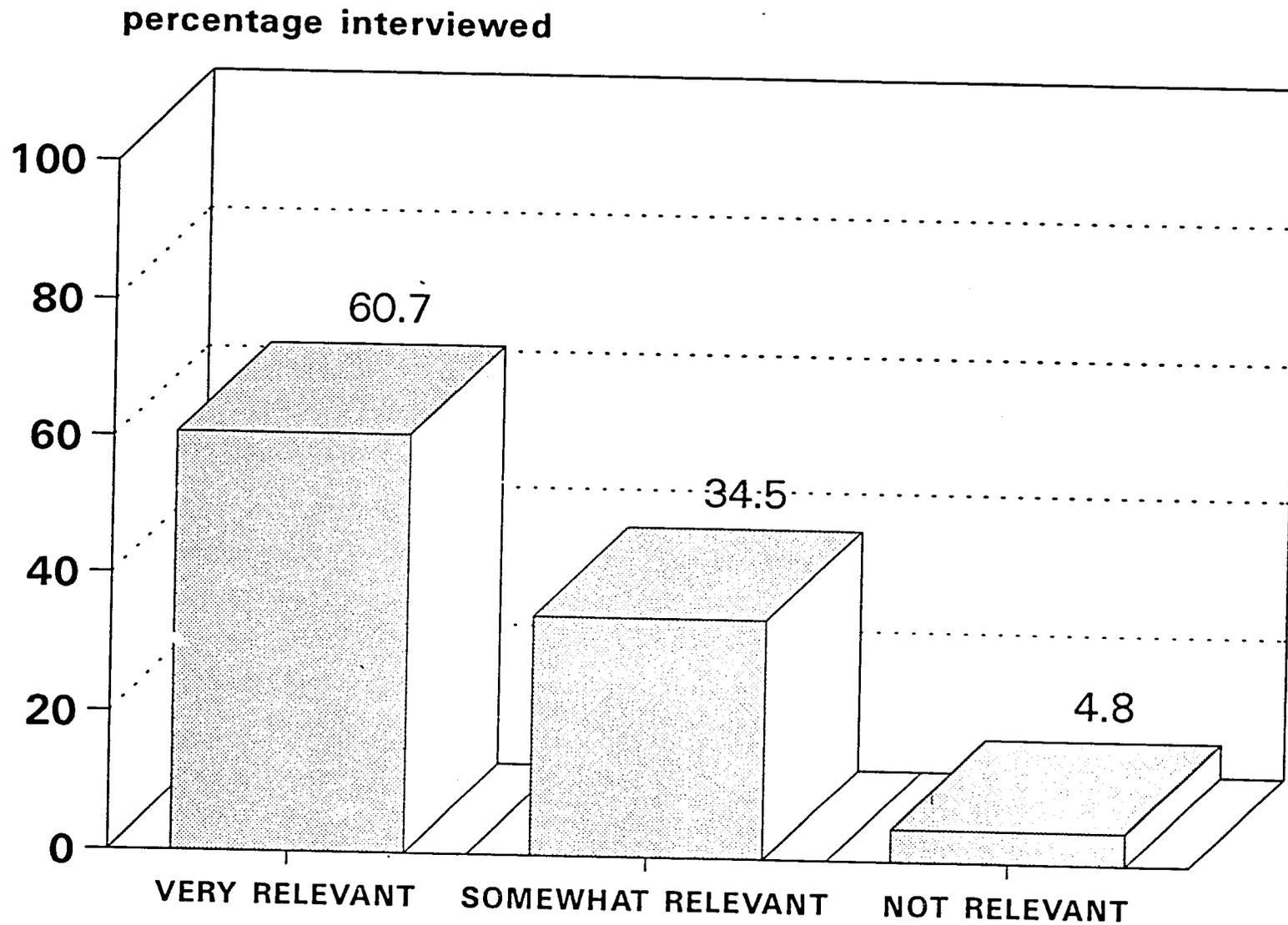
ETP COURSE EFFECTIVENESS - figure 4

SATISFACTION WITH OVERALL TRAINING EXPERIENCE



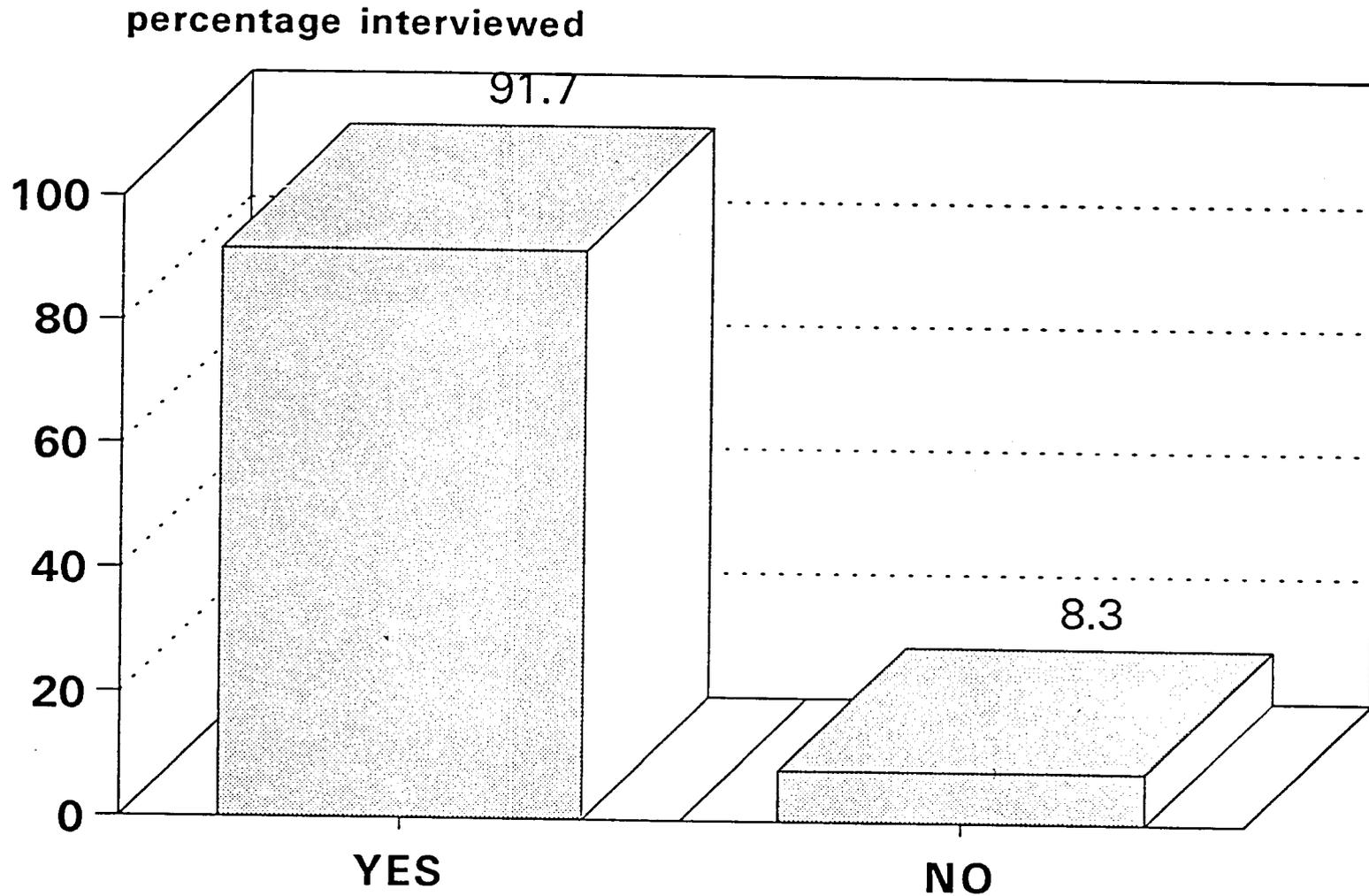
ETP COURSE EFFECTIVENESS - figure 5

RELAENCE OF TRAINING TO PRESENT JOB



ETP COURSE EFFECTIVENESS - figure 6

CANDIDATE ADEQUATELY PREPARED FOR TRAINING PROGRAM



CHANGE IN JOB AFTER TRAINING

1/9

