



*Completion Report*

## **Philippine Global Trade eLearning Program**

**By the Institute for Agricultural Trade Policy: Virgilio R. de los Reyes and  
Gay G. Benueza**

**Prepared for**

**Sr. Undersecretary Thomas G. Aquino  
Department of Trade & Industry  
Republic of the Philippines**

**Submitted for review to**

**USAID/Philippines OEDG**

**March 13, 2007**



**Economic Modernization through Efficient Reforms and Governance Enhancement (EMERGE)  
Unit 2003, 139 Corporate Center, 139 Valero St., Salcedo Village, Makati City 1227, Philippines  
Tel. No. (632) 752 0881 Fax No. (632) 752 2225**

## Preface

This report is the result of the technical assistance provided by the Economic Modernization through Efficient Reforms and Governance Enhancement (EMERGE) Activity, under contract with the CARANA Corporation, Nathan Associates, Inc., and The Peoples Group (TRG) to the United States for International Development, Manila, Philippines (USAID/Philippines) (Contract No. AFP-I-00-00-03-00020 Delivery Order 800). The EMERGE Activity is intended to contribute towards the Government of the Republic of the Philippines (GRP) Medium Term Philippine Development Plan (MTPDP) and USAID/Philippines' Strategic Objective 2, "Investment Climate Less Constrained by Corruption and Poor Governance." The purpose of the activity is to provide technical assistance to support economic policy reforms that will cause sustainable economic growth and enhance the competitiveness of the Philippine economy by augmenting the efforts of Philippine pro-reform partners and stakeholders.

This training program was in response to a request from Senior Undersecretary Thomas G. Aquino of the Department of Trade and Industry (DTI) to the RP-US Trade and Investment Council (TIC) and USAID/Philippines for capacity building assistance on WTO law and policy. USAID passed the request on to EMERGE, and the resulting program was first referred to as "WTO e-Learning Literacy Program" and later as the "Philippine Global Trade eLearning Program (PGTEP)." EMERGE arranged a subcontract through CARANA Corp. with the Institute for Agricultural Trade Policy (IATP) to conduct the training, working with the Earth Council in Geneva. A Project Steering Committee was established, including as members DTI Sr. Usec Aquino, IATP President Jim Harkness, Earth Council-Geneva Executive Director Gao Pronove, EMERGE Team Leader for Trade and Investment Dr. Myrna Austria, and Virgilio de los Reyes as an alternate for Mr. Pronove and Mr. Harkness<sup>1</sup>. Virgilio R. de los Reyes and Gay G. Benueza directed the program in Manila as the National Program Coordinator and Deputy Program Coordinator, respectively. The completion report documents the activities and results of this program.

The views expressed and opinions contained in this report are those of the authors and are not necessarily those of USAID, the GRP, EMERGE or the latter's parent organizations.

---

<sup>1</sup> Originally, Mr. Mark Ritchie also sat as the representative of the Institute for Agriculture and Trade Policy. He was replaced by Mr. Jim Harkness after Mr. Ritchie resigned from IATP to run for Secretary of State of Minnesota.

**Philippine Global Trade eLearning Program**  
Program Completion Report

13 March 2007

TABLE OF CONTENTS

	page
<b>Part I: Program Description</b>	
Background of the Program	3
Objectives of the Assistance	4
Program Design	4
<b>Part II. Implementation Performance</b>	
Course Development	8
Course Deployment	10
Recruitment and Enrolment	10
Course Completion	12
Optional Courses	17
The Philippine Laws in International Trade (PLIT)	18
Face-to-face Workshops	18
Program Management	21
Program Materials	22
Unplanned Activities	22
- Abridged Course for PhilJA	
- Area Meetings	
- CD-ROM Version of the Courses	
- Program Incentives	
Summary of Program Performance vs. Program Targets	23
<b>Part III. Program Evaluation Assessments</b>	
Responsiveness to Identified Training Needs	24
Incremental Learning Results	24
Face-to-face Workshops Evaluation	29
<b>Part IV. Conclusions and Lessons Learned</b>	
Introduction	32
The Profile of a Successful eLearner: Motivation and Time Management	32
The Profile of a Successful eLearner: Support in the Workplace	32
Training Program or Scholarship	33
Program Course Design: Interaction and Milestones	34
Workshops	35
Program Administration	36
<b>PART V. THE NEXT STEPS</b>	
The Training Gap	38
Components of Future Interventions	44

LIST OF TABLES

Table No.	Table Title	Page
Table 1.	Target Breakdown of Participants	5
Table 2.	PGTEP Batch Schedule	10
Table 3.	Course Completion Performance as of 31 January 2007	12
Table 4.	Summary of Program Completers by Agency/Organization	12
Table 5.	Enrolment, Delistment and Completion Status per Agency	13
Table 6.	PGTEP Completion by Course	17
Table 7.	Optional Course Enrolment vis-à-vis Completion	17
Table 8.	PLIT Completion	18
Table 9.	Workshop Attendance	19
Table 10.	Topical Workshop Attendance in relation to Course Completion	19
Table 11.	Face-to-face Workshops Conducted	20
Table 12.	Summary of Program Targets vs. Performance	23
Table 13.	Summary of Incremental Learning Gains	25
Table 14.	Increase of Understanding of International Trade Law and Policy	25
Table 15.	Extent of Strengthening or Contradicting Previous Knowledge	26
Table 16.	Extent by which Personal Objectives have been achieved	26
Table 17.	Extent of Usefulness of Knowledge Gained	27
Table 18.	Extent of Relevance of Knowledge Gained	27

APPENDICES

- Appendix 1. Directory of Participants by Number of Course Completed
- Appendix 2. PowerPoint Presentation of Program Completion Report as of 15 February 2007

## Philippine Global Trade eLearning Program

### PART I: PROGRAM DESCRIPTION

#### Background of the Program

1. This technical assistance was in response to the requests of Senior Undersecretary Thomas G. Aquino of the Department of Trade and Industry (DTI) to the RP-US Trade and Investment Council (TIC) and USAID-Philippines for capacity building on WTO law and policy. The request of the TIC was on a training program on WTO for the senior technical staff of the judicial and legislative branches of the government while the request of USAID was on WTO e-learning for Philippine stakeholders, that included the executive branch of the government and non-governmental stakeholders from business, agriculture, and civil society. The RP-US TIC referred the request to USAID-Philippines which then passed it on to AKI/DLSU PACT to implement. PACT then requested EMERGE for technical assistance for its project on Access for Competitiveness and Trade (ACT) which include, as one of the components, the training for the legislative and judicial technical staff. However, DTI later decided to combine the two proposals at the suggestion of Deputy Secretary USTR Barbara Weisel during a meeting in Manila on March 16, 2005. DTI requested EMERGE for technical assistance for the combined proposal, now referred to as "WTO e-Learning Literacy Program<sup>1</sup>".
2. The technical assistance sought to develop the capacity of the government and the civil society to understand and participate in international trade discussions and negotiations. With several multilateral, regional and bilateral trade negotiations taking place simultaneously, the government is facing complex challenges on many fronts. These include, but are not limited to, the World Trade Organization (WTO) Doha Round talks, the ASEAN Free Trade Area (AFTA) and Asia-Pacific Economic Cooperation (APEC) talks, and a host of bilateral negotiations. These negotiations cover a wide scope that includes agriculture, services, industrial tariffs, intellectual property, competition policy, government procurement, sanitary and phyto-sanitary measures, and the environment. For these negotiations to lead to a better trade policy development and implementation in the country, not only the government negotiators but the entire bureaucracy and civil society must have a clear understanding of the multilateral trading system, WTO agreements and negotiations, and their opportunities and challenges to the country. Government negotiators will need inputs in terms of policy options from the whole bureaucracy and different sectors of the economy. Legislators, on the other hand, will eventually translate the international agreements and government commitments into national policies and budget priorities.

---

<sup>1</sup> This would be later referred to as the Philippine Global Trade eLearning Program or PGTEP.

Similarly, the judiciary needs to appreciate the basis of the local legislation that seeks to enforce international trade rules in local courts. Finally, the civil society must be well-informed on the negotiations and agreements to enable them to have an educated opinion on the issues surrounding WTO and other negotiations and at the same time, adjust their own programs with full knowledge of the trends in the international trade.

3. The preparatory activities for the program had been completed by DTI. A training needs assessment was conducted in October 2004. The results of the assessment were the basis for the design of the curriculum and the methodology of the program. A pilot phase was also undertaken in January-March 2005 involving 36 DTI staff who took three instructor-led online courses.

### Objectives of the Assistance

4. This capacity-building technical assistance seeks to:
  - a. Increase the capacity of the Philippine government to participate in international trade discussions and negotiations;
  - b. Upgrade the capability of the legislative staff to appreciate the relationship between the rules of international trade rules and national policy;
  - c. Augment the understanding of the members of the judiciary on local legislation that provide remedies in pursuance of international trade rules; and
  - d. Enhance the appreciation of civil society of the rules of economic integration in order to achieve a higher level of engagement between civil society and government.

### Program Design<sup>2</sup>

#### *Target Participants*

5. The program had a target of 400 participants, 350 of whom were supposed to be technical staff from the executive, judiciary and legislative branches of the government who are involved in the negotiations, policy formulation and adjudication. The distribution of participants from the government agencies was to be based on the degree of involvement of the agencies concerned in international trade negotiations. The remaining 50 participants were to come from the civil society.

---

<sup>2</sup> Significant deviation from the initial design of the Program was made to adjust to the needs of the learners. These are discussed in subsequent sections of this report.

6. The Human Resource Department Service of the DTI in cooperation with the Bureau of International Trade Relations (BITR) was tasked to identify participants from the executive branch. The Office of the Court Administrator of the Supreme Court was identified to nominate the participants from the judicial branch. The Office of the Speaker and the Office of the Senate President were to nominate the participants from the legislature. The Project Steering Committee to be formed by DTI would decide on participants from the civil society.
  
7. To ensure high completion rate, there will be a scholarship contract among DTI, participants and the agencies concerned stipulating among other things the following: (a) the participant will be de-loaded from work during the e-learning phase of the training program; (b) the participant will not be recalled back to office during the face-to-face workshops; (c) there will be a two-week grace period during which time the agency can send substitute should the participant drops out; and (d) if participant drops out after the grace period for reasons within his/her control, he/she will have to pay for the full cost of the training. The program will be considered a success if 90 percent of the participants complete the course.
  
8. The initial breakdown of target participants is shown in the table below:

**Table 1. Target Breakdown of Participants**

<b>Agency/organization</b>	<b>Exclusively Instructor-led on-line courses</b>	<b>Blended (Instructor-led on-line + workshops)</b>	<b>Total Participants</b>
Department of Trade and Industry	40	81	121
Department of Agriculture	20	20	40
Department of Foreign Affairs and Trade	15	14	29
National Econ. & Dev't Authority	3	3	6
Department of Finance	5	4	9
Department of Labor & Employment	3	4	7
Department of Energy	3	2	5
Department of Science & Technology	4	2	6
Senate	12	15	27
House of Representative	15	35	50
Judiciary	0	50	50
Civil Society	30	20	50
<b>Total</b>	<b>150</b>	<b>250</b>	<b>400</b>

*Courses*

9. The courses covered by the Program are listed below:

*Introductory Courses*

1. Maximizing E-Learning
2. WTO and the Philippines

*Core Courses*

3. WTO Basics: Introduction to the Multilateral Trading System and History of the Multilateral Trading System
4. Basic Principles of the Multilateral Trading System
5. Enforcing International Trade Rules

*Optional Courses*

6. Trade in Services
7. Agreement on Agriculture
8. National Legislation Implementing International Trade Rules
9. Protocols Pending approval
10. Trade Facilitation

*Integrating Course*

11. Doha Development Round/Singapore Issues/Hong Kong 2005 Agenda

*Description of Courses*

10. The *introductory courses* are preparatory sessions intended to help and guide the learners in this new medium of learning. It will also serve to emphasize the relevance of WTO to Philippine interests and to the learners' chosen profession/career in particular. The *core courses* are pre-requisites to taking the elective courses. These courses provide an overview of the multilateral trading system, the basic principles of international trade (and their exceptions), and the methods of enforcing international trade rules. The core courses should allow learners to have sufficient knowledge of the basic principles of multilateral trade rules before embarking on the optional courses. The *optional courses* allow the learners to specialize in fields that are of particular interest.
11. Finally, the *integrating course* will allow all the learners to gain an appreciation of the burning issues in the on-going negotiations. The Doha Development Round, Singapore Issues, the Hong Kong Agenda, and the regional agreements provide the backdrop for this integrating course. The integrating course is an important element in achieving the objectives set

forth. While gaining information is an achievement in itself, the integrating course hopes to force the learners to look at their own particular functions and/or interests and to situate these in providing inputs for local policies, organizational goals and the international trade policy of the Philippines.

### *Blended Learning Model*

12. The program employed the blended learning model, which is a combination of instructor-led web-based training, and face-to-face lectures and workshops. There are several benefits to this innovative model of learning. By making learning available 24 hours a day, 7 days a week via the internet, e-learning saves the time of both instructors and learners as it allows them to fit learning into their busy schedules. It also allows more learners to avail of the learning than would otherwise be possible.
13. The introductory and core courses were to be undertaken on-line, but to be led by instructors. Guide questions from instructors were to be the basis of interaction in discussion groups. Quizzes will be given per course. Learners can proceed to the optional courses only upon passing the core courses.
14. Learners were to choose two optional courses on-line. After the on-line courses, learners could attend a two-day face-to-face seminar workshop on one of the courses they have chosen. However, only selected learners (250 participants based on their performance in the on-line courses) would be chosen to attend the seminar-workshops. The workshop will be based on Philippine situation and inputs will be taken from Philippine experts.
15. The integrating course will be undertaken both on-line and through a one-day workshop. The latter will simulate negotiations on the entire range of issues in the on-going negotiations.
16. Instructors for both on-line courses and workshops will include Filipino experts and the international experts who developed the courses.

## PART II. IMPLEMENTATION PERFORMANCE

### Course Development

17. All courses were developed and deployed as planned. The courses were also reviewed by international experts. During the course deployment, faculty instructors were on-hand to moderate the courses. Below is the list of courses developed with the corresponding subject matter experts, and instructors.

<b>Maximizing Elearning</b>	
Subject Matter Expert	GoVida/EarthCouncil Learning Center
Faculty	GoVida/EarthCouncil Instructional Designers/Facilitators
<b>WTO and the Philippines (renamed as The Philippines and International Trade)</b>	
Subject Matter Expert	Dr. Gwendolyn R. Tecson <i>Professor, UP School of Economics</i>
Faculty	Dr. Gwendolyn R. Tecson <i>Professor, School of Economics University of the Philippines</i>  Marissa Maricosa A. Paderon <i>Asst. Professor, Economics Department Ateneo de Manila University</i>  Patrick Gerard Simon-King <i>Instructor, Economics Department Ateneo de Manila University</i>  Cristina Bautista <i>Instructor, Economics Department Ateneo de Manila University</i>
<b>WTO Basics: Introduction to the Multilateral Trading System and History of the Multilateral Trading System</b>	
Subject Matter Expert	Dr. Victor Venida <i>Asst. Professor, Department of Economics Ateneo de Manila University</i>
Faculty	Patrick Gerard Simon-King <i>Instructor, Economics Department</i>  Cristina Bautista <i>Ateneo de Manila University</i>

<b>Basic Principles of the Multilateral Trading System</b>	
Subject Matter Expert	Dr. Victor Venida <i>Asst. Professor, Department of Economics Ateneo de Manila University</i>  Mr. Jonell Goco <i>PhD (Cand). University of Maastricht</i>
Faculty	Dr. Victor Venida Mr. Jonell Goco Dr. Orin Kirschner
<b>The Multilateral Discipline of Regulatory Measures and Trade Remedies</b>	
Subject Matter Expert	Dr. Victor Venida Mr. Jonell Goco
Faculty	Dr. Victor Venida Mr. Jonell Goco
<b>Trade in Services</b>	
Subject Matter Expert	Ms. Maan Gale Bustalino <i>Committee Secretary Special Committee on Globalization/WTO House of Representatives</i>
Faculty	Ms. Maan Gale Bustalino
<b>Trade in Agriculture</b>	
Subject Matter Expert	Ms. Maria Fe Alberto-Chau Hu <i>Agricultural Attache</i>
Faculty	Ms. Maria Fe Alberto-Chau Hu
<b>Trade Facilitation</b>	
Subject Matter Expert	Atty. Vicente Yu III South Centre
Faculty	Atty. Vicente Yu III
<b>National Legislation Implementing International Trade Rules</b>	
Subject Matter Expert	Atty. Ana Lea Uy
Faculty	Atty. Ana Lea Uy
<b>Protocols Pending (Telecommunications and Financial Services)</b>	
Subject Matter Expert	Ms. Maan Gale Bustalino <i>Committee Secretary Special Committee on Globalization/WTO House of Representatives</i>
Faculty	Ms. Maan Gale Bustalino
<b>Integrating Course</b>	
Subject Matter Expert	Dr. Jacques Pelkmans <i>Professorial Chair, Jan Tinbergen College of Europe</i>
Faculty	Dr. Annette Balaoing

18. Some of the courses were expert-reviewed: Prof. Steve Charnovitz of the George Washington Law School reviewed Course 3: WTO Basics: Introduction to the Multilateral Trading System and History of the Multilateral Trading System; Mr. Aaron Cosbey of the International Institute for Sustainable Development reviewed Course 4: Basic Principles of the Multilateral Trading System while Dr. Gillian Moon of the University of New South Wales reviewed the optional course on Trade in Services

### **Course Deployment**

19. Participants were grouped into 50 to form one class. Thus, there were as many as 8 classes for particular courses. Each course ran from 4-6 weeks; for the latter batches this meant simultaneously taking two courses for 4 weeks. Each course had varying number of activities and quizzes, which were deemed required for course completion.

### **Recruitment and Enrolment**

20. Four recruitment drives were undertaken. As such, participants were categorized into four (4) batches. Batch 1 started in late 2005, while Batches 2 and 3 commenced in early 2006. Batch 2 was soon able to keep pace with Batch 1 by making several courses overlap in duration. Starting Course 5, Batch 2 kept pace with Batch 1 schedule. Batch 3 likewise took 2 courses per month. The same was true for Batch 4 which started only in August 2006.

## PGTEP Program Completion Report

Table 2. *PGTEP Batch Schedule*

Course	Batch 1		Batch 2		Batch 3		Batch 4	
	Start	Finish	Start	Finish	Start	Finish	Start	Finish
<b>Introductory Courses</b>								
Maximizing e-learning	16 Nov 2005		18 Jan 2006		1 May 2006		21 Aug 2006	
International Trade and the Philippines	6 Dec 2006	16 Jan 2006	18 Jan 2006	14 Feb 2006	8 May 2006	4 Jun 2006	28 Aug 2006	4 Sept 2006
<b>Core Courses</b>								
Intro to Multilateral Trading System/History of WTO	17 Jan 2006	3 Mar 2006	18 Jan 2006	14 Feb 2006	8 May 2006	4 Jun 2006	4 Sept 2006	1 Oct 2006
Basic Principles of the Multilateral Trading System	4 Mar 2006	7 Apr 2006	15 March 2006	18 April 2006	5 Jun 2006	2 July 2006	4 Sept 2006	1 Oct 2006
The Multilateral Discipline of Regulatory Measures and Trade Remedies	19 April 2006 - 23 May 2006				5 Jun 2006	2 July 2006	2 Oct 2006	28 Oct 2006
<b>Optional Courses</b>								
1 <sup>st</sup> Optional Course	Open starting 3 July 2006							
2 <sup>nd</sup> Optional Course	Open starting 7 August 2006							
Integrating Course	13 November to 14 December 2006							

21. Enrolment reached a peak of 743 participants, compared to the targeted 400 participants. The program recruited more than the targeted 400 participants to allow for de-listments/back-outs. Even at the early part of the program, it became apparent that some participants had unclear expectations of online learning, and some soon found out that they were not suited nor ready for online learning. There were at least 83 who formally asked to be de-listed,

citing work overload and lack of easy access to the internet as the common reason. Some who were nominated by their supervisors claimed that they did not want to pursue the training and did not log in. Those who formally asked to be delisted and those who did not log-in add up to 118, leaving the total active participants at 539.

22. The most number of participants are expectedly from DTI and its various attached agencies, followed by the Department of Agriculture and its attached agencies. A total of 501 government staff was enlisted in the program.
23. There were a total of 86 participants from non-government organizations, notably the Philippine Chamber of Commerce and Industry, the Fair Trade Alliance, labor organizations and other interest groups.
24. The interest shown by the academe in the course as a way to enhance their knowledge on the topic, and therefore their teaching of related subjects, is evidenced by the 156 college faculty who enrolled in the program.

**Course Completion**

25. A total of 214 participants completed all 8 PGTEP courses. Another 53 participants completed at least 5 courses, which meant that they have completed the foundational courses. In addition, 63 participants from PhilJA completed the abridged course on Philippine Laws on International Trade.

**Table 3. Course Completion Performance As of 31 January 2007**

Status	Number of Completers
Completed Courses 1 to 8	214
Completed 7 Courses	9
Completed 6 Courses	15
Completed 5 Courses	29
PLIT	63
<b>Total</b>	<b>330</b>

## PGTEP Program Completion Report

The list of completers by nominating agency/organization is presented below:

**Table 4. Summary of Program Completers by Agency/Organization**

Government	
Bangko Sentral ng Pilipinas BSP -	- 1
Cooperative Development Authority -	- 1
Department of Agriculture-	- 31
Department of Agrarian Reform	- 2
Department of Foreign Affairs -	- 11
Department of Interior and Local Government -	- 1
Department of Finance -	- 1
DOF-BOC	- 6
DOF-BIR	- 4
Department of Health	- 7
DOJ-Office of the Solicitor General	- 6
Department of Labor and Employment	- 4
DOLE-TESDA	- 1
DOST-PCCARD	- 2
Department of Trade and Industry	- 27
DTI-PEZA	- 5
LGU - Kalinga Province	- 1
Office of the President	- 1
OP/MedCo -	- 2
PHIVIDEC -	- 4
Presidential Management Staff	- 1
Professional Regulations Commission	- 2
Tariff Commission	- 1
Supreme Court/PhilJA	- 5
House of Representatives -	- 13
Senate	- 7

**Government - 143**

Nongovernment Organizations		Schools	
Philippines Business for the Environment	1	Bataan Polytechnic State College	1
Sugar Master Plan Foundation Inc	1	Capitol University	2
PhilExport	2	Central Luzon State University	5
PCCI- Philippine Chamber of commerce and Industry	6	De la Salle University	3
Phil Plastics Association	1	Holy Angel University	6
Visayas Cooperative Development Center	1	Leyte State University	1
League of Vice Governors	1	Mapua Institute of Technology	2
Trade Union Congress of the Philippines	2	MSU-Iligan Institute of Technology	6
American Center for International Labor Solidarity	1	Notre Dame of Marbel University	1
FTA-Fair Trade Alliance	3	Pangasinan State University-Lingayen	5
NOGROCOMA	1	Roosevelt College	1

## PGTEP Program Completion Report

Tambuyog Development Center Inc	1	Saint Mary's University	2	
FPI- Federation of Philippine Industries	1	Technological University of the Philippines	3	
Phil Development Assistance Program	1	Entrepreneurship School of Asia	1	
Civil Society	1	University of Asia and the Pacific	1	
		University of San Carlos	1	
		UP Tacloban	2	
		University of Santo Tomas	3	
		Xavier University	1	
<b>Subtotal</b>	<b>CivSoc</b>	<b>24</b>	<b>Subtotal Schools</b>	<b>47</b>

**Table 5. Enrolment, Delistment and Completion Status per Agency**

	Enrolment	Delisted	Active	Completion Status
Bangko Sentral ng Pilipinas	1	0	1	1 completed 8 courses
Cooperative Development Authority	3	2	1	1 completed 8 courses
CICT	4	4	0	-
CITEM	5	1	4	1 completed 2 courses 2 completed 2 courses 1 no course completed
Department of Agriculture	54	4	50	32 completed 8 courses 6 completed 6 courses 4 completed 5 courses 2 completed 3 courses 2 completed 2 courses 4 no course completed
Department of Agrarian Reform	3	1	2	1 completed 8 courses 1 completed 2 courses
Department of Foreign Affairs	25	6	19	10 completed 8 courses 1 completed 7 courses 1 completed 6 courses 2 completed 5 courses 1 completed 4 courses 1 completed 3 courses 2 completed 2 courses 1 no course completed
Department of Finance	3	1	2	1 Completed 8 courses 1 No course completed
DoF- BIR	4	0	4	4 Completed 8 courses
Dof-BOC	25	0	25	5 Completed 8 1 Completed 7

## PGTEP Program Completion Report

				1 Completed 6 1 completed 5 1 completed 3 1 completed 2 4 no course completed 8 zero log in
Department of Health	13	2	11	7 completed 8 2 no course completed 2 zero log in
Department of Justice	12	12	0	
DoJ- Office of the Solicitor-General	10	0	10	5 completed 8 1 completed 7 1 completed 6 1 completed 5 1 completed 2 1 no course completed
Department of Labor and Employment	10	3	7	4 completed 8 1 completed 7 1 completed 1 1 zero log in
DOLE-TESDA	3	2	1	1 completed 8
DOST	3	1	2	1 completed 8 1 completed 6
DOTC	2	1	1	1 Completed 1 course
<b>DTI Total</b>	<b>(121)</b>	<b>(38)</b>	<b>(83)</b>	<b>27 completed 8 courses</b>
DTI	11	2	9	5 completed 8 1 completed 2 courses 1 no course completed 2 zero log in
DTI-PTIC/FTSC	62	22	40	5 completed 8 courses 3 completed 5 1 completed 4 2 completed 3 10 completed 2 4 completed 1 12 no course completed 3 zero log in
DTI- Regional Operations Group	20	2	18	9 completed 8 courses 4 completed 5 1 completed 3 2 completed 2 2 no course completed
DTI-IPO	6	1	5	3 completed 8 courses 1 completed 2 1 no course completed
DTI-PEZA	22	11	11	5 completed 8 courses 1 completed 5 1 completed 3

## PGTEP Program Completion Report

				1 completed 1 2 no course completed 1 zero log in
LGU Iloilo	2	2	0	
LGU Kalinga	1	0	1	1 Completed 8 courses
NEDA Region X	1	0	1	1 completed 1 course
NHA	1	1	0	
Office of the President	3	0	3	3 completed 8 courses
Presidential Mgt Staff	1	0	1	1 completed 8 courses
Professional Regulations Commission	4	0	4	2 completed 8 courses 1 completed 1 1 zero log in
Philippine Infrastructure Corporation	1	0	1	1 completed 2 courses
Securities and Exchange Commission	3	0	1	1 completed 3 courses 1 completed 1 course 1 zero log in
Development Academy of the Philippines	2	0	2	1 completed 5 courses 1 completed 1
Phividec	4	0	4	4 Completed 8 courses
SBMA	16	4	12	3 completed 1 course 7 no course completed 2 zero log in
Tariff Commission	1	0	1	1 Completed 8 courses
House of Representatives	34	7	27	13 completed 8 2 completed 7 1 completed 5 1 completed 4 3 completed 2 6 completed 1 1 no course completed
Senate	13	1	12	6 completed 8 courses 1 completed 7 1 completed 3 2 completed 2 1 completed 1 1 no course completed
Supreme Court	27	2	25	3 completed 8 courses 2 completed 7 1 completed 5 1 completed 2

## PGTEP Program Completion Report

				1 completed 1 3 no course completed 14 zero log in
<b>Government</b>	<b>501</b>	<b>95</b>	<b>406</b>	
<b>Non government Organizations</b>	<b>86</b>	<b>12</b>	<b>74</b>	22 completed 8 courses 2 completed 7 6 completed 6 5 completed 5 3 completed 4 3 completed 3 10 completed 2 13 completed 1 9 no course completed 1 zero log in
<b>Schools</b>	<b>156</b>	<b>11</b>	<b>145</b>	43 completed 8 courses 3 completed 7 2 completed 6 12 completed 5 3 completed 4 7 completed 3 12 completed 2 19 completed 1 35 no course completed 9 zero log
<b>Total</b>	<b>743</b>	<b>118</b>	<b>539</b>	
	<i>Enlistment</i>	<i>Delistment</i>	<i>Active</i>	<i>Completion Status</i>

26. Another way of looking at completion rates is to determine the number of learners who successfully completed each course. Looking at completion status per course would indicate that participants realized they were not ready for the program as early as Course 3. The number of course completers tapered steadily from Course 1 to Course 8.

**Table 6. PGTEP Completion by Course**

Course Status	Course 1	Course 2	Course 3	Course 4	Course 5	Course 6	Course 7	Course 8
Complete	389	356	293	274	271	229	246	219
Incomplete2	33	55	57	33	50	14	11	0
Incomplete1	62	36	47	40	12	33	47	29
Zero Log in	40	77	127	177	192	35	60	86
Enrollees	524	524	524	524	524	310	364	334

*Legend:*

Incomplete 2: have answered at least one activity

Incomplete 1: no quizzes/exercises taken

*Notes:*

For Courses 6 and 7, participants were asked to choose their elective courses; they were not automatically enrolled into the courses.

For Course 8, those who have not reached at least Course 5 were likewise not automatically enrolled.

**Optional Courses**

27. Participants were expected to take two specialized courses after the completion of the foundational courses. They were asked to choose two courses from a suite of five (5) courses (only four were offered during the first round, or Course 6) of optional courses.

**Table 7. *Optional Course Enrolment vis-à-vis Completion***

	Course 6	Completers	Course 7	Completers	Total Enrollees	Total Completers
Agriculture	141	111	-	-	141	111
Services	82	66	106	78	188	144
Trade Facilitation	45	27	122	76	167	103
National Legislation	42	25	109	79	151	104
PPA	-	-	27	13	27	13
	310	229	364	246	674	475
<b><i>Completion Rate</i></b>	<b><i>73.87</i></b>		<b><i>67.58</i></b>		<b><i>70.47</i></b>	

**The Philippine Laws in International Trade (PLIT)**

28. The abridged program for members of the judiciary was a special project undertaken in coordination with the Philippine Judicial Academy. While the PhilJA nominated its Supreme Court-appointed PhilJA instructors to the full program, many declined for lack of time. An opportunity was opened when it was learned that PhilJA would be sponsoring two online courses on Civil Law to court attorneys and judges. Thus, it was agreed to offer to PhilJA the introductory course on Maximizing Elearning and a special abridged course of the core and foundational courses (Courses 2 to 5). In addition, the Optional Course on National Legislation Implementing International Trade Laws will be offered. These collectively became known as the “PLIT” or Philippine Laws on International Trade.”

29. A total of 117 court attorneys and judges from various judicial districts of the country enrolled, with 63 completing the program.

**Table 8. *PLIT Completion***

Course Status	Max eLearning	PLIT
Complete	72	63
Incomplete	28	30
Zero Log in	17	24
	117	117

**Face-to-face Workshops**

30. Four separate topical workshops were conducted instead of the two-day simultaneous workshops on all optional course topics. This allowed participants to attend more than one workshop. The targeted 250 participants was met, although as commonly happens in most workshops, the number of participants during the second day was less than the first day attendance.
  
31. Trade Legislation was the most widely attended workshop, with 87 participants. This number includes the guest participants from the Tariff Commission who asked for special consideration to attend the workshop to avail of the learning opportunity presented by the workshop speakers from the US Court of International Trade and the US International Trade Commission.
  
32. The first workshop, Trade in Services, was the next popular workshop as those in labor and health services opted to attend this workshop.
  
33. In terms of attendance to various workshops, only 10 participants attended all 4 workshops while the majority (83) attended only one (1) workshop of their choice.
  
34. In terms of course completion, 90 of the participants who attended eventually completed all 8 courses.

**Table 9. *Workshop Attendance***

Workshop Topic	Total Number of Participants
Trade in Services	74
Trade Facilitation	52
Trade in Agriculture	58
Trade Legislation	87
Total	271

**PGTEP Program Completion Report**

**Table 10. Topical Workshop Attendance in relation to Course Completion**

<b>Course Completion Performance</b>	<b>Attended 4 Workshops</b>	<b>Attended 3 Workshops</b>	<b>Attended 2 Workshops</b>	<b>Attended 1 Workshops</b>	<b>Subtotal</b>
Completed 8	9	17	22	42	90
Completed 7			1	3	4
Completed 6		2	3	2	7
Completed 5		1	3	7	11
Completed 4	1			4	5
Completed 3		2		2	4
Completed 2			1	3	4
Completed 1		2		3	5
No completed Course			1	5	6
PLIT				12	12
<i>Subtotal PGTEP and PLIT participants</i>	10	24	31	83	<b>148*</b>
Guest Participants				14	14
Attendance Count **	40	72	62	97	<b>271</b>

\* unique persons

\*\* subtotal of number of participants multiplied by number of workshops attended.

35. The Integrating Workshop was attended by 74 elearners. It was highlighted by a videoconference with WTO Director-General Pascal Lamy and Prof. Yash Tandon of the South Centre. A simple Graduation Program followed, capped by the drawing of winners of the program completion raffle.

**Table 11. Face-to-face Workshops Conducted**

<b>Topic</b>	<b>Date</b>	<b>Main Resource Person</b>	<b>Local Resource Persons</b>	<b>Attendance</b>
Trade in Services	Sept 20-21, 2006	Ms. Shefali Sharma Formerly of the IATP	Ms. Celeste Balatbat Philippine Services Coalition/DFA  Ms. Ma. Gigette Imperial DOLE  Dr. Avelina de la Rea Professional Regulation Commission  Dr. Rene Ofreneo Fair Trade Alliance	1 <sup>st</sup> day: 74 2 <sup>nd</sup> day: 56

## PGTEP Program Completion Report

Trade Facilitation	October 2-3, 2006	Mr. Vicente Paolo Yu III South Centre	Mr. Bert Domondon Customs Broker  Mr. Sergio Ortiz-Luis President Emeritus Philippine Chamber of Commerce and Industry	1 <sup>st</sup> day : 52 2 <sup>nd</sup> day: 43
Trade in Agriculture	October 5-6, 2006	Ms. Carin Smaller Institute for Agricultural and Trade Policy	Dr. Ramon Clarete EMERGE  Usec. Segfredo Serrano Department of Agriculture  Ms. Riza Bernabe Sentro Saka Inc.  Mr. Jose Maria Zabaleta Sugar Millers Association/Federation of Philippine Industries	1 <sup>st</sup> day: 58 2 <sup>nd</sup> day: 50
Trade Legislation	October 19-20, 2006	Judge Leo M. Gordon US Court of International Trade  Mr. Jai Motwane US International Tariff Commission	Atty. Ed Abon Chairperson, Philippine Tariff Commission	1 <sup>st</sup> day: 87 2 <sup>nd</sup> day: 66
Integrating Workshop	Dec 14, 2006	Prof. Jacques Pelkmans College of Europe		74
Total Number of Workshop Participants for the four (4) workshops on Optional Courses				1 <sup>st</sup> day: 271* 2 <sup>nd</sup> day: 215
Number of Participants Integrating Workshop				74

\* includes guest participants from Tariff Commission

\* does not include guests from sponsoring organizations and Program Secretariat

36. The workshops were highly regarded by the participants, as evidenced in the evaluations conducted at the end of each workshop. Overall, participants welcomed the opportunity to deepen their understanding of the courses they have taken online, and to exchange ideas face-to-face. They also welcomed the chance to meet their virtual classmates.

### Program Management

#### Project Steering Committee and Decision-making

37. A Project Steering Committee was formed by the DTI to oversee implementation of the program. The Project Steering Committee was composed of Senior Undersecretary Thomas G. Aquino as chair, with the following members: Dr. Myrna Austria (EMERGE) and Mr. Gao Pronove (IATP/Earth Council-Geneva) with Atty. Gil de los Reyes as the alternate of Mr. Gao Pronove. Atty. de los Reyes served as the National Coordinator of the Program and head of the Program Secretariat. Ms. Gay Benueza served as the deputy coordinator of the Program.
38. While the PSC did not meet on a regular basis, updates on the program were provided via regular reports (Weekly and Monthly Reports). All implementation decisions were taken after consultation and consensus by email or phone.

#### Program materials

39. At the start of the program, a poster was designed to create interest among the target audience. The posters were mailed along with the invitation to government, civil society organizations, and schools. A course catalog was likewise designed. It contained the course descriptions and faculty.
40. A desktop calendar, and door hanger with the words "Do not Disturb: ELearning Going On" were also printed and distributed to participants.
41. The program created and maintained a website- [www.wtoelearning.com](http://www.wtoelearning.com) - to update the participants and general public on the program.
42. For the workshops, memo pads and ballpoint pens with program information were also distributed.

#### Unplanned Activities

##### Abridged Course for PhilJA

43. Considering the tight schedule and generally more educationally advanced nature of the members of the court, an abridged course including Courses 1, 2, 4, and 5 and the Optional Course on Trade Legislation was offered to court attorneys and judges. The invitations/recruitment for the program was coursed through the Philippine Judicial Academy.

44. A total of 117 court attorneys and judges enrolled; 63 completed the program “Philippine Laws on International Trade.

**Area Meetings**

45. Early on, participants have clamored for face-to-face interaction, suggesting that personally meeting their virtual classmates will make learning more enjoyable and that it will facilitate the consequent exchange of lessons learned and views. They said they want to know who it is they are corresponding with. As such the Program Secretariat scheduled three meetings: one each in Makati, Manila and Quezon City. 50 participants attended the meetings.

**CD-ROM version of Courses 2-5**

46. A CD-ROM version was prepared to enable those who had internet access problems to study the courses. A copy was provided to those requested a copy. In the Final Evaluation survey, at least 13 said they used the CD to read the courses.

**Program Incentives**

47. Program incentives were planned as an additional motivation for the participants to complete the course requirements on time. The mechanics would specify a deadline for the completion, and all those who complete the requirements on or before the set date would be qualified to join the raffle. The list would be posted in the program website, and also emailed to all participants. The prizes build up from PhP 200.00 internet card or mobile phone load, to the grand prize winner of a desktop PC set. The participants commented that it is not the prize itself which motivated them, but the clear deadlines set, and a sense of competition and fun.

**Table 12. Summary of Program Targets vs. Performance**

Description	Target	Accomplishment	Percentage
Participants Enrolment	400	743	185%
Enrolment less Officially Delisted	400	539	134.8%
Completion Rate (90% of target enrollees) <i>Courses 8, 7, 6,5 courses + PLIT</i>	360	330	91.6 %

## PGTEP Program Completion Report

Completion Rate <i>Courses 1-8 + PLIT</i>	360	277	76.9%
Completion Rate <i>Courses 1-8 only</i>	360	214	59.4%
Workshop Attendance: Topical Workshop	250	257	102.8%
Workshop Attendance: Integrating Workshop	50	74	148%

### PART III. PROGRAM EVALUATION ASSESSMENTS

#### Responsiveness to Identified Training Needs

48. The Program addressed the gap identified in a training needs analysis conducted among DTI personnel by the DTI-HRDS. Subsequent research pointed out that this gap was found to be not unique to the Philippines. Similar studies in the past have validated these objectives.
49. A paper written by William A. Kerr<sup>3</sup> in 2007 shows that most professionals in the field of international trade policy obtained their knowledge on the job, mostly as result of mentoring. Kerr similarly pointed out that due to the fast-paced developments and inter-disciplinary approach to international trade policy, very few academic programs adequately respond to the training void.
50. In 2005, the Australian Aid Agency (AusAID) commissioned a scoping study on the needs of institutions engaged in WTO negotiations<sup>4</sup>. This study shows that there are gaps in the training needs of GOP institutions particularly in the areas of position development and negotiations. Significantly, the PGTEP was referred to in the study as being part of the effort to fill the void in basic knowledge on WTO law and policy.

---

<sup>3</sup>William A. Kerr *International Trade Education: Do We Need a New Model of the Global Market?* Estey Journal of International Law and Trade Policy, Volume 8, Number 1 2007. Available at: [http://esteycentre.ca/journal/j\\_pdfs/kerr8-1Abstr.pdf](http://esteycentre.ca/journal/j_pdfs/kerr8-1Abstr.pdf)

<sup>4</sup> Philippine-Australia Human Resource Development Facility, *The HRD Environment of Key GOP Institutions Involved in WTO Negotiation. 2005 Scoping Study*. Available at: [http://www.pahrd.org.ph/pahrd/downloads/readingRoom/2005%20Scoping%20Study%20-%20The%20HRD%20Environment%20of%20Key%20GOP%20Institutions%20Involved%20in%20WTO%20Negotiations%20\(PostFAB\).pdf](http://www.pahrd.org.ph/pahrd/downloads/readingRoom/2005%20Scoping%20Study%20-%20The%20HRD%20Environment%20of%20Key%20GOP%20Institutions%20Involved%20in%20WTO%20Negotiations%20(PostFAB).pdf)

**Incremental Learning Results as Measured in the Survey**

51. The program conducted a Final Program Evaluation survey among participants. Respondents were asked to compare their pre- and post-training level of knowledge on the topics covered in the modules, to what extent their objectives have been achieved, and the extent of usefulness and relevance of the courses.
52. To assess incremental learning gain, participants rated their pre-training level of knowledge and their post-training knowledge on the various topics in each course, using 1 as the minimum and 7 as the maximum. In the pre-training rating, majority of the participants would rate their level of knowledge at the lower end (1, 2, 3) while in the post-training rating, these would dramatically shift to the higher end (5, 6, 7). In all the Post-training rating, the mode is 6 while the average hovers in the 4 to 7 ratings. Below is a summary of the incremental learning gains from the Program:

**Table 13. Summary of Incremental Learning Gains**

<b>Course Title</b>	<b>Pre-training</b>	<b>Post-training</b>	<b>Incremental Learning Gain</b>
Course 1	3.15	5.85	2.70
Course 2	3.28	5.95	2.68
Course 3	3.13	5.88	2.75
Course 4	2.85	5.70	2.85
Course 5	2.86	5.72	2.86
<b>Optional Courses</b>			
Agriculture	2.75	5.54	2.79
Services	2.63	5.44	2.81
Trade Facilitation	2.58	5.54	2.96
Trade Legislation	3.03	5.67	2.63
Protocols	2.77	4.53	1.77
<b>Integrating Course</b>	2.63	5.43	2.8
<b>Average</b>	<b>2.87</b>	<b>5.57</b>	<b>2.69</b>

53. Participants were asked, “To what extent had your understanding of international trade law and policy improved or increased as a result of the program?” This yielded responses in the high end, with a weighted average<sup>5</sup> of 5.4

---

<sup>5</sup> The weighted average was used because the responses were in a numerical scale, i.e. from 1 to 7

Table 14. *Increase of Understanding of International Trade Law and Policy*

Scale	1 Changed a little	2	3	4	5	6	7 Changed a lot
N= 174	2	1	9	17	53	67	25

Weighted Average: 5.4

54. To the question, “To what extent were any of your previous knowledge and views further strengthened as a result of the program?” The average rating of 5.2 does not reveal much from the learning viewpoint, because even the rating 1 (Contradicted previous notions) can be considered a training gain.

Table 15. *Extent of Strengthening or Contradicting Previous Knowledge*

Scale	1 Contradicted previous notions	2	3	4	5	6	7 Strengthened prior views
N= 164	2	2	14	22	50	54	20

Weighted Average: 5.2

Sample Responses:

*“I previously thought that the membership in the WTO is not good for the country. Now I know that the opposite is true. That whether we like it or not, we cannot opt out of the WTO. I think the benefits outweigh the negative effects. The latter can be mitigated by a carefully planned liberalization process that would safeguard nascent industries.”*

*“ I had this view that developed countries are not as sincere in their commitment to free and fair trade, although international agricultural trade interests, lobbies and even policies are supposed to be always in favour of free trade since that is what the WTO is about, to ensure fair and free trade. But this view has strengthened a lot especially after attending this course. I realized that many agricultural lobbies, and policies being pushed particularly by advanced countries like the United States and European countries are tainted with protectionist measures, and rent seeking tendencies.*

55. Finally, participants were asked, “To what extent have your personal objectives in enrolling in the program been achieved?” Responses to the question indicate that on the whole, participants’ personal expectations were met.

Table 16. *Extent by which Personal Objectives have been achieved*

Scale	1 Minimum	2	3	4	5	6	7 Maximum
Responses N= 167	0	1	6	10	36	77	37

Weighted Average: 5.8

*Participant responses:*

*At the start of the course, having been involved in trade policy issues, I thought that this course would just be one of those courses you take then eventually forget, but I was wrong. I learned a lot in this course and had a better understanding and appreciation of my job. This course helped me understand trade policy better thus a better appreciation of my job."*

*"At the start of the program I have really low level of understanding on international trade being a chemist in a sugar laboratory, However, with the elearning my little knowledge and views were significantly strengthened and I'm now ready to assimilate and apply to my new job assignment entirely different from my previous one. Being a new executive assistant to the Deputy Administrator, this elearning program will greatly help me in my job and the many tasks I will be handling in my work place."*

56. Respondents were also asked about the usefulness and relevance of the knowledge gained. Both questions yielded an average of 5.8

**Table 17. Extent of Usefulness of Knowledge Gained**

<b>Scale</b>	<b>1</b> minimum	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b> maximum
Responses N= 166	0	2	3	17	30	62	52

*Weighted Average: 5.8*

**Table 18. Extent of Relevance of Knowledge Gained**

<b>Scale</b>	<b>1</b> minimum	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b> maximum
Responses N= 168	0	2	3	19	31	59	54

*Weighted Average: 5.8*

57. Participants were asked whether they have had the opportunity to use the knowledge gained from the program in the past three months. Of the 164 valid responses, 72 % or 118 respondents said Yes. Below is a representative listing of their responses.

**Examples of how knowledge had been used:**

<i>"For the evaluation on the conduct of bidding for rice importation.</i>
<i>"Our office conducted a seminar-workshop on Law and Economic Development Issues for the Philippine Judiciary and I was asked by my superior to prepare materials for the event. My involvement in the program gave me adequate background knowledge which tremendously helped me in my work."</i>
<i>"The knowledge gained from the program can be utilized in reviewing contracts involving</i>

## PGTEP Program Completion Report

<i>international transactions entered into by the Agency and coursed thru our office for review, evaluation, and comments"</i>
<i>"helped me in various trade negotiation agreements with several european countries."</i>
<i>"During the duration of the course, I am the Head of the Planning and International Sugar Affairs office of the Sugar Regulatory Administration. The knowledge I learned is very helpful in the preparation of position papers related to WTO and trade relations."</i>
<i>"The knowledge I gained from the program on the trade remedies had helped me formulate a legal opinion and re: letter request of importers."</i>
<i>"Being an investment facilitator handling foreign direct investors, there are always issues on international trade that would come out during discussions. With my learning I can better relate with my clients."</i>
<i>"Despite the suspension of negotiations under the Doha round, I have been made to craft position papers on bilateral issues dwelling on sensitive products and rules of origin."</i>
<i>"During the preparation of our work plan for 2007, particularly on the documentary requirements for our importation of commodities under the foreign assistance programs, we particularly note on the different quarantine requirements, and to some extent, a certification that the commodity we are importing is GMO-free, which in some cases, the supplier/country of origin does not issue such requirement. Also, we make sure that the volume of what we will avail will not disrupt the usual marketing requirement of our country as far as commercial importations are concerned. We also avoid market/price distortion as a result of our availment."</i>
<i>"I was able to provide some inputs in discussions relating to viability of the products of farmer-beneficiaries of the agrarian reform program in the international scenario."</i>
<i>"My office represents the DOLE during trade negotiations meetings for the Philippine side on matters pertaining to entry of foreign national to work in the country."</i>
<i>"I used the knowledge I learned from the course in preparing a project proposal. The knowledge on SPS and TBT were specifically useful in drafting the rationale for a national program on food safety and quality."</i>
<i>"Currently I'm teaching Agriculture Economics and other related subjects in the College of Agriculture. All those inputs which I gained from the program I used it in teaching now. Even the style on how to post an opinion I pattern it. Therefore, this program is very relevant and useful in my case as professor in Economics."</i>

58. Similarly, 70% of the participants related that they had the opportunity to share with their colleagues their knowledge on trade gained from the program within the past three months.

**Examples of how knowledge was shared with colleagues:**

<i>"The course on trade in services helped me discussed the GATS with my colleagues during our internal discussion sessions on trade issues. I was able to give inputs and helped in our analysis"</i>
<i>"This happened when I was asked by a colleague to comment on an international agreement that has WTO implication. I was able of objectively comment using the knowledge that I've acquired through the e-learning process."</i>
<i>"Yes, since we are in division where in we review entries for processing and release where we review document regarding proper classification of goods and proper duties and taxes to be imposed."</i>
<i>"I belong to the Sub-Committee on Thermosetting under the Bureau of Product Standards Technical Committee on Plastics of the Department of Trade and Industry. In drafting a Philippine National Standard for melamine dinnerwares I pointed out that our proposed trade regulation has to be consistent with international standards for melamine dinnerwares."</i>
<i>"In crafting policies on the exportation and importation of meats and meat products, which will be integral part of TBT and SPS requirement of the Philippines in the form of an Administrative Order."</i>
<i>"Our discussions on our strategy in negotiating with the Japanese regarding JPEPA."</i>
<i>"I provided comments and suggestions on how to develop the Council's paper on the globalization of tropical and subtropical fruits in Asia."</i>
<i>"Very briefly, the JPEPA was discussed by my colleagues at the workshops. So I was made aware of the issue even before it was passed on to the Senate. I was happy to hear that we were having our own bilateral agreement with another Asian trading partner. But aside from just looking into the details of the internal provisions, I also now see them in the light of how this may affect or overlap with multilateral trade commitments we have as a member country of the WTO. I provided this input to my colleague / researcher who is looking into this issue."</i>

**Face-to-face Workshops Evaluation**

59. Participants to the face-to-face workshops were asked to comment on 12 items, presented as a continuum, from 6 as the highest/most desirable and 1 as the lowest/poor rating. For example, Stimulating on the high end and

boring on the other. The responses to these were mostly in the high end of 5 and 6.

The full list of factors:

Stimulating	vs.	Boring
Useful for my work	vs.	Useless
Relevant to my work	vs.	Irrelevant
Good discussions	vs.	Limited Discussions
Flexible Structure	vs.	Rigid Structure
Well conducted	vs.	Poorly conducted
Demanding	vs.	Undemanding
Challenging	vs.	Patronizing
Well spaced out	vs.	Too condensed
Good Use of Time	vs.	Poor use of Time
Good level of Activity	vs.	Poor level of activity

60. The summative factors are the last two (2) items which asked participant to rate the attainment of their objectives and whether they will recommend the Programme to their colleagues.

**“My objectives were achieved/not achieved”**

Workshop Title	Rating Scale					
	6 as Highest			1 as Lowest		
	6	5	4	3	2	1
Trade In Services	36%	42%	19 %	3%	0	0
Trade Facilitation	35%	52%	10%	3%	0	0
Trade in Agriculture	47%	47%	6%	0%	0	0
National Legislation	45%	34%	19%	2 %	0	0
Integrating Workshop	38%	58%	4%	0 %	0	0
Average Rating	40.2 %	46.6%	11.6%	2.6%	0	0

Taking the rating for Level 6 and 5 together will show the following results:

Trade in Services	: 78%
Trade Facilitation	: 87%
Trade in Agriculture	: 94%
National Legislation	: 79%

“I would recommend the Programme to my colleagues.”

61. To this statement, respondents unanimously said, “Yes, I would recommend the programme to my colleagues.” There was not a single No answer.

<b>Workshop</b>	<b>Yes Tally</b>	<b>%</b>	<b>No Answer/ Invalid Tally</b>	<b>%</b>	<b>Total Number of Respondents</b>
Trade In Services	33		5		38
Trade Facilitation	25		8		33
Trade in Agriculture	26		10		36
National Legislation	45		8		53
Integrating Workshop	55		0		55
Average					

62. Workshop speakers were evaluated in terms of the following:

- Mastery of the subject matter
- Organization
- Communication
- Provision of interesting and stimulating learning atmosphere

63. On a scale of 1 to 6, with 1 as the lowest score and 6 as the highest, speakers got an average rating of 5.35 for all the items rated.

<b>Ranking</b>	<b>Average rating</b>	<b>Resource Person</b>	<b>Workshop Topic</b>
1	5.69	Vicente Yu	Trade Facilitation
2	5.55	Jacques Pelkmans	Integrating Course
3	5.43	Carin Smaller	Trade in Agriculture
4	5.36	Leo Gordon	Trade Legislation
5	5.33	Ramon Clarete	Agriculture
5	5.33	George Manzano	Services
6	5.18	Jai Motwane	Trade Legislation
7	5.12	Edgardo Abon	Trade Legislation
7	5.12	Shefali Sharma	Services
<i>Average</i>	<i>5.35</i>		

64. Overall, the workshops were greatly appreciated by those who attended; and those who were not able to attend wished they had the resources and time to attend.

## PART IV. CONCLUSIONS AND LESSONS LEARNED

### Introduction

65. Hindsight has always been an unforgiving mentor. At the end of this Program, we have come to several conclusions that were instructive yet humbling. This final section hopes to provide insights that will hopefully set the foundation upon which future programs can be built upon. This is the first effort of its kind in the Philippines, and possibly in the world, to embark on a massive literacy program on international trade policy delivered in a blended learning model, and lessons learned will surely help others design their own online trade courses.

### The Profile of a Successful eLearner: Motivation and Time Management

66. The successful elearner must have both the proper motivation and support in the workplace. The program evaluation shows that success is a function of both personal motivation and support in the workplace.

67. Personal motivation. The participants who finished the course on time were those who saw the value of the Program, both to them personally and to their work performance. They made time for reading the online courses, and for participating in the message boards or responding to exercises. For a lucky few, these were on company time, but there were diligent participants who use their personal time (evenings and/or weekends) and resources (internet access fees, printing) to comply with the course requirements. The failure to allot time meant that the participant was always in a catch-up mode. This also meant that interaction with the faculty and the other participants could not happen.

68. To address this issue, motivational raffles of items of small value were conducted. This assisted in driving the learners to finish the courses, but after a while this may have ceased to have any value, as the greatest motivation is primarily intrinsic. External motivators can only do so much.

### The Profile of a Successful eLearner: Support in the Workplace

69. The Program evaluation shows that a key factor in the success of the elearner is the support at the workplace. Support can come in many ways: computer and internet access, lessened workload, time to take the course. While all the participants were nominated by their agencies and organizations, the nominating entities did not lessen their workloads. Very few agencies granted time to finish the course.

70. From the recruitment stage, this was a recurring theme. The Program was seen by many superiors as a way to enhance the participant's learning. This additional knowledge was seen as a personal benefit to their nominees rather than knowledge that is necessary for their jobs. Perhaps the use of the term "scholarship" was a mistake. The Program ran into a myriad of issues because of this term. This began with the concern that taking this Program would disqualify the learners from other scholarships. The issue of having to pay for this privilege by agreeing to serve the agency after the termination of the Program was a thorny issue since the beginning.
71. To avoid this, the nominating agencies should be able to make a commitment to lessen the workload of the learners and allow time for them to take their courses.
72. All these led us to conclude that the nominating agencies did not perceive the utility of this Program for their organization. At the very least, the benefit of having personnel trained in trade policy was not enough for them to lessen the workloads or allow time for their personnel to take the course.

### Training Program or Scholarship

73. Considering the need for learner motivation and work support, future 62. Future roll-outs of the program should impose certain conditions on both the learner and on the sponsoring organization for more effective enforcement and motivation.
74. Perhaps, if we want to drive the personal motivation of the learners, eligibility, eligibility to further training scholarships on this subject can be extended to more effectively improve motivation. Scholarships seem to be a major driving force for most government officials and employees. In fact, some prospective participants refused to join due to the apprehension that joining this program might disqualify them from being considered in other scholarships and training. (This was true in the case of at least one agency, whose HRD unit ruled that the PGTEP will be treated as a scholarship).
75. Motivation is both a function of personal benefit and organizational gain. It will thus have to be a mix of both or more enticements to keep the learners coming.
76. Future program roll out must take a more focused effort at ensuring a fuller appreciation of the benefits for the institution. Human resource development divisions of agencies may have been less effective conduits as this route gave the impression that the program was more of a scholarship program for employees/officials than an foundational training program support to the agency. Offers to conduct recruitment meetings in the

different agencies were extended, but only the Department of Agriculture took this offer.

77. This conclusion was borne out of the experience with the Department of Trade and Industry and the Department of Agriculture that had the highest number of participants in the Program. These agencies had clearly seen the institutional benefits for them and had therefore sent the most number of participants. But, this did not necessarily mean they had allowed their participants the time, internet access and the lesser workload during the Program. This can be remedied in the future by exerting extra efforts at dealing with the immediate superiors of the learners themselves instead of only the higher-level officials.

### Program Course Design: Interaction and Milestones

78. The Program was not designed to be a self-paced online course. Instructors were in the course to facilitate the learning process and to respond to the queries of the learners. Most of the learners, however, were in a catch-up mode. Thus, the interaction among the learners and the faculty became very limited. Most of the learners would inevitably cram towards the end of the course. Queries were limited and reactions to postings were very scarce. As such, the role of the faculty became very limited. The interaction ratings in the Program Evaluation validate this.
79. Aside from the lack of time or the discipline to regularly log-in, there are some interventions that may work to improve this. Additional interventions can be introduced to remedy problems related to lack in time and/or the discipline to log in.
80. The role of the knowledge assistant/training assistant is very critical. The knowledge assistant is the person who monitors both the instructor and the learner. She responds to non-substantive queries, technical concerns and other administrative matters. She is also the person who contacts the learners by text-messaging, emails or phone. She provides a human element to the online courses. This role should be maintained.
81. A second intervention is building in the milestones within the course design. While each course had a suggested schedule, it was difficult to enforce the schedule on the learner. Enforcement could have been made only if a fixed time set aside for learning was assured. While Elearning, relative to face-to-face models, had helped to save on resources, the one resource which cannot be cut back is the amount of time spent for learning. Elearning may cut costs, reduce the time used by lessening travel time, allow massive deployment, and segregate learning time into manageable clusters but the actual amount of time spent for learning cannot be sacrificed. Availability of

the course alone does not ensure that the participant will actually learn. Enforcement of the learning schedule milestones should be tightened and integrated in the course design.

82. From its inception, the milestones determined for the course were limited to merely checking whether the participant had taken the quizzes. Quizzes and discussion boards were not meant to measure comprehension, innovation, creativity or skills gained. This is the main reason why quizzes could be taken twice. The dilemma that confronts future roll-outs is striking a balance between enforcing clearly measurable gains and allowing a lower level of measurement. This is compounded by the fact that these courses do not yield a certification usually awarded by a recognized educational institution.
83. With clearer milestones, the Program could have been delivered at a faster pace. The 1-year length of the Program caused the participants to regard the course as comparable to a master's degree. The fact that the learners did not get any diploma in this program can be considered a downside.

### Workshops

84. The Program design included workshops towards the latter part of the course. Some learners have expressed the need to meet their classmates at the very outset. In response, and also as a way of facilitating mid-program evaluation, get-togethers within Metro Manila were scheduled. This helped in adjusting some of the components of the Program. This also allowed the learners to interact with each other. Many participants pointed to this intervention as a very good way to increase interaction among them.
85. The original design scheduled the two-day workshops simultaneously after the elective courses. The rationale was to situate the discussions in the Philippine context and to allow the learners to gain knowledge after undergoing seven courses.
86. However, to break the monotony of interacting with the other learners via the computer and to provide for rapid feedback, it might be more appropriate to conduct the workshop at a much earlier phase, either after the second course (International Trade and the Philippines) or the third course (History and Basic Principles of International Trade). More workshops will mean a larger financial outlay, but this can be shouldered by the nominating agencies.<sup>6</sup> The second course that situates the international trade and the particular country can even be delivered by way of a workshop. This initial workshop can allow the learners to meet each other before they participate in the online course.

---

<sup>6</sup> Financing of the program will be discussed in subsequent sections.

87. This Program shows that a blended learning model is the best way to deliver training instead of an exclusively online course. The topical workshops deepened and clarified the content of the online courses.
88. Future implementation may consider the use of exercises or level of grades in the online course as a parameter for determination of participants in the workshops.
89. The Program design purposively aimed to have only 250 participants in the workshops. Other learners were to take exclusively online courses. It turned out, however, that most of the workshop participants were those from Metro Manila, with many of them choosing to attend more than one. The design did not take into account those learners that would be unable to come to Metro Manila. Subsequent roll-outs can consider allowing residents outside the National Capital Region to be provided with funding from their agencies or the program to attend these workshops.
90. In order not to deprive those learners who were not able to join the workshops, a video was uploaded on the Program's website. However, many of the learners using slow internet connections had a hard time downloading or viewing the 15-hour video. Posting the workshop proceedings on the website, and making this an integral component of the course would have been an effective way to remedy the situation.
91. Another innovation was the use of webcasting. This allowed Mr. Pascal Lamy, the Director-General of the WTO, and Mr. Yash Tandon, the Executive Director of the South Centre, to address the learners in real time. Webcasting became the recourse after the cancellation of Mr. Lamy's trip to Manila for the ASEAN Summit. The use of the facilities of the Polycomm software furnished by Mozcom Inc. arranged on the eve of the webcast could have been better maximized had other learners been allowed to log on and participate in the webinar.
92. The use of similar technology can be integrated into the course design. Webcasting can also facilitate participation in the workshops of those who are unable to physically be present.

### Program Administration

#### Recruitment

93. Continuing innovation in the recruitment process was a key component to the success of the Program. The original design called for allocation of slots to those agencies involved in the determination of trade policy and those that

provide inputs to trade policy. While the value of the Program to these agencies was clear from the program designers' perspective, this was not shared by the agency heads. The slack in recruitment numbers was instead taken up by the academe.

95. The buy-in of nominating entities is an issue that deserves a second shot. As stated earlier, the benefits of participation must be seen beyond another opportunity for the individual learners to increase their knowledge. Benefits of participation must be seen as going beyond just an opportunity for individuals. Agencies must be convinced that the benefits to their organizations are real and necessary. This should make them partners in ensuring that all the support is given to their nominees, and that they themselves must monitor the performance of their nominees.
96. The scholarship contract provided for a damage fee of \$625.00 should the learner fail to finish the course. This was a novel way of ensuring course completion. However, it would still fail if the nominating agencies would not support the learners by lessening their workloads and by allowing them more time to fulfill their commitments. This provision in the contract might even ironically buttress the idea that the training program benefited primarily the individual and not the organization.
97. The course design provided for a basic literacy program and assumed that it would be the participants' first time to have a formal and structured experience in accumulating knowledge about international trade policy. This was most true only for participants who were already into this line of work.
98. A clearer targeting and profiling of participants could have allowed a grouping of classes that would alert instructors on the variances in the levels of learners. Class interaction could have been managed in a way that suited learners' varying levels of proficiency and needs.

### Participation of Nominating Entities

99. The Project Steering Committee (PSC) handled program administration, which was supposed to have provided a role for nominating agencies. The agencies' role and participation in the PSC were eventually abandoned after some of them failed to even send in names of nominees. The advisory committee was never convened.
100. The secretariat sent performance reports of nominees to all the nominating agencies. Very few responses, however, were received, except for some requests to delist nominees who lagged behind their coursework.

101. In future deployments, relationships between the Secretariat and the nominating agencies will have to be clearer. Communication should be tightened to ensure the retention of learners.
102. While the nomination form and the Memorandum of Agreement signed by the agencies provided that the agency would provide for the costs of travel, board and lodging of participants for the workshops, very few agencies honored this commitment. Some agencies clarified at the outset that while they could allow the learners to take the online course, they do not have the means to ensure participation in the workshops. This is particularly so for those based in the regions and those posted abroad. Future deployments should ensure that the agencies pay for this component of the workshop as their counterpart.

### PART V. THE NEXT STEPS

#### The Training Gap

103. International trade policy is a field that recently gained prominence with the openness of borders and increased economic integration. No country can now hope to be able to determine its economic policy without confronting the new rules of economic integration. Similarly, no enterprise can ever claim that the international trade policy has no impact on its business. With the prominence of agriculture in the trade talks, even the activity of the subsistence farmer is affected by policies determined in the capital or those agreed to in the major capitals of the world.
104. Unfortunately, the training of those involved in developing policy inputs necessary for determining the negotiation position is severely lacking. William A. Kerr, in an article published in 2007<sup>7</sup> has attributed this to the interdisciplinary nature of international trade policy. Kerr cites the core disciplines as economics, law, business and political science (policy studies). This melting pot of disciplines has in turn led to not one discipline being a champion of international trade policy since the approaches taken by each necessarily constricts the way the subject is taught. He further makes an observation that the education and training of most negotiators (and capital-based officials) mostly follow the method of on-the-job-training. Precisely because they most probably had their formal training in one of the core disciplines, their knowledge in the other facets of international trade policy were most probably gained in their professional life. To make up for this deficiency, various organizations have sought to fill the void by way of

---

<sup>7</sup> Kerr, William. *International Trade Education: Do We Need a New Model of the Global Market?* Estey Journal of International Law and Trade Policy, Volume 8, Number 1 2007. Available at: [http://esteycentre.ca/journal/j\\_pdfs/kerr8-1Abstr.pdf](http://esteycentre.ca/journal/j_pdfs/kerr8-1Abstr.pdf)

training programs. These programs were deployed with the objective of achieving rapid learning, or opportunities for the international trade professionals to be able to consolidate or arrange in a logical order their professional experience or mentoring from those who had come before them.

105. In the Philippine setting, a cursory survey of degree programs offered by Manila-based universities support the findings of Kerr<sup>8</sup>.
106. A study commissioned by the Australian Aid Agency in 2005<sup>9</sup> focuses on the training gaps<sup>10</sup> and other non-training interventions in Philippine government institutions. The main findings of the scoping study show that the gaps exist in the two levels of knowledge and skills in three levels: position development, negotiations and post-negotiation. The Departments of Agriculture, Trade and Industry, Labor and Employment, Tourism and the Tariff Commission identified 31 training gaps in a range of 49 capability areas<sup>11</sup>. The remaining 18 capability areas were those found to be the subject of training programs in one or at the most two of these agencies. However, it must be noted that these interviews for this study were made in October to November 2005 at the start of the PGTEP. Recruitment efforts were at the incipient stage then.
107. The study also established a matrix of training programs undertaken by foreign donors including the PGTEP. An analysis of 49 capability areas<sup>12</sup> shows that fifteen (15) of these areas were supplied by the Philippine Global Trade eLearning Program. Nine (9) other areas were supplied by the remaining training programs by other foreign donors. However, there were three more areas that were not attributed to being covered by the PGTEP, but which were later covered by the PGTEP. This means that 18 out of 49 capability areas were covered by the PGTEP. The matrix of capability areas similarly shows that the PGTEP did not cover capability areas that dealt

---

<sup>8</sup> In terms of curriculum, the University of Asia and the Pacific offers a fairly comprehensive curriculum in their Masters in Political Economy. Other universities have courses that deal with international trade policy in their economics, law, business or public administration.

<sup>9</sup> Philippine-Australia Human Resource Development Facility, *The HRD Environment of Key GOP Institutions Involved in WTO Negotiation. 2005 Scoping Study*. Available at: [http://www.pahrdf.org.ph/pahrdf/downloads/readingRoom/2005%20Scoping%20Study%20-%20The%20HRD%20Environment%20of%20Key%20GOP%20Institutions%20Involved%20in%20WTO%20Negotiations%20\(PostFAB\).pdf](http://www.pahrdf.org.ph/pahrdf/downloads/readingRoom/2005%20Scoping%20Study%20-%20The%20HRD%20Environment%20of%20Key%20GOP%20Institutions%20Involved%20in%20WTO%20Negotiations%20(PostFAB).pdf)

<sup>10</sup> Atty. Virgilio de los Reyes, the National Coordinator of the Philippine Global Trade eLearning Program, was one of the key informants in this study. The PGTEP was one of the programs included in the study. However, the interview was taken at the early stage of the PGTEP and therefore innovations introduced during the conduct of the Program were not included in the 2005 AusAid scoping study.

<sup>11</sup> See Table 7 on page 23 of the PAHRDF Study.

<sup>12</sup> See Table 8 on page 27 of the PAHRDF Study.

with position development and negotiating skills, but instead dealt with basic knowledge. However, this was precisely the design of the PGTEP that sought to impart a basic literacy program. It is also interesting to note that the matrix referred to the training programs of all the other foreign donors as against a single and sequential system of training of the PGTEP.

108. The PAHRDF study clearly shows the need for further enhancing capability areas particularly those dealing with the development of positions, negotiation and post-negotiation. The PAHRDF Study recommends the development of the capability areas listed below<sup>13</sup>.

109. The PAHRDF study clearly showed a gap that exists in knowledge and skills training for the need for positioning in negotiation and post-negotiation settings. The PAHRDF Study recommended the development of the following capability areas: <sup>14</sup>

*Table 10 Descriptions of Proposed Training Programs on International Trade Negotiations in the WTO*

Title	Description	Training GAP ADDRESSE by Training
Knowledge		
<i>Basic: Position Development</i>		
The WTO and the Philippine Economy	This course situates the multilateral trading system and the WTO in the Philippine economic context and includes an overview of the vital economic sectors that contribute to the country's export advantage, and how trade liberalization impacts on the Philippine economy.	The WTO and the Philippine Economy, Overview of the Philippine Economic Sectors
The WTO and Philippine Social Development	This course aims to explore the social and developmental impact of participation in the WTO's multilateral trading system on the Filipino people and the different sectors of society including the urban poor, fisher folk, farmers, etc.	The WTO and Philippine Social Development
The WTO and Philippine Sustainable Development	This course aims to explore the impact of participation in the WTO's multilateral trading system on the Philippine natural environment and sustainable development of the Philippines.	The WTO and Philippine Sustainable Development
Issues Affecting Non-Agricultural Goods (By products, industries)	This course aims to tackle issues affecting trade in non-agricultural goods, by products and by industries. While negotiations are among governments only, these are undertaken on behalf of domestic	Issues Affecting Non-Agricultural Goods (By products, industries), Impact Analysis of Philippine Position as well as those of other countries

<sup>13</sup> See Table 10 on page 31 of the PAHRDF Study.

<sup>14</sup> See Table 10 on page 31 of the PAHRDF Study.

## PGTEP Program Completion Report

	businesses.	
Issues Affecting Services (By Sector, e.g. transportation, tourism, telecommunications, etc.)	This course aims to tackle issues affecting trade in services by products and sector, particularly the comparative advantage of the Philippines of trade in this area. While negotiations are among governments only, these are undertaken on behalf of domestic businesses.	Impact Analysis of Philippine Position as well as those of other countries, Issues Affecting Services (By Sector, e.g. transportation, tourism, telecommunications, etc.)
Issues Affecting Agricultural Goods (By products, industries)	This course aims to tackle the importance of trade in agriculture and issues affecting trade in agricultural products by sector including market access, export subsidies and domestic support. While negotiations are among governments only, these are undertaken on behalf of domestic businesses.	Impact Analysis of Philippine Position as well as those of other countries, Issues Affecting Agricultural Goods (By products, industries)
Impact Analysis of Philippine Position vis-à-vis other relevant countries	This course aims to provide participants with the competence and capability to identify, formulate, and develop a viable negotiating position for the Philippines within the context of its impact on Philippine economic sectors and sustainable development vis-à-vis the different negotiating positions and commitments of relevant participating countries and the multilateral trading system itself. It includes such topics as policy analysis, negotiating position formulation, negotiating position impact analysis, comparative country positions analysis, stakeholder engagement, GOP coordination, and data and statistical analysis.	Impact Analysis of Philippine Position as well as those of other countries,  The WTO and Philippine Social Development, The WTO and Philippine Sustainable Development

## PGTEP Program Completion Report

<i>Advance: Position Development</i>		
International Trade Law and Negotiations Issues	This integrating course is for individuals involved in actual trade negotiations to enable them to gain an appreciation of the relevant issues in current WTO negotiations in the context of international trade law, under the Doha Development Round, Singapore Issues and the forthcoming Hong Kong Ministerial Agenda.	International Trade Law, Impact Analysis of Philippine Position vis-à-vis other relevant countries
Schedule of Commitments	This course will enable negotiators to discuss, rationalize and analyze the schedule of commitments of the Philippines in goods, services, intellectual property, trade related investment measures, etc. in the WTO, their strategic viability and whether they need to be revised over the long-term to ensure Philippine global competitiveness.	Schedule of Commitments, Impact Analysis of Philippine Position vis-à-vis other relevant countries
MFN Exemptions	This course will enable negotiators to discuss, rationalize and analyze the current MFN exemptions of the Philippines in goods, services, intellectual property, trade related investment measures, etc. in the WTO, their strategic viability and whether they need to be revised over the long-term to ensure Philippine global competitiveness.	MFN Exemptions, Impact Analysis of Philippine Position vis-à-vis other relevant countries
Trade Policy Review	This course will familiarize negotiators with the trade review process in the WTO, and enable them to effectively and timely comply with trade policy issues and concerns in the WTO in pursuit of Philippine national interests.	Trade Policy Review, Impact Analysis of Philippine Position vis-à-vis other relevant countries
Non-Tariff Barriers	This course will enable negotiators to discuss, rationalize and analyze the non-tariff barriers to trade in Philippine goods, services, intellectual property, trade related investment measures, etc. in the WTO, their strategic viability and whether they need to be revised over the long-term to ensure Philippine global	Non-Tariff Barriers, Impact Analysis of Philippine Position vis-à-vis other relevant countries

<i>Skills</i>		
<i>Basic Position Development Skills</i>		
Environmental and Global Scanning	This course introduces the basics of environmental scanning including competitor intelligence and global scanning. It covers analyses of basic indicators important in monitoring changes in the environment.	Environmental Scanning,
Creative Problem Solving	This program covers rational and creative approaches to problem solving and decision-making. It includes specific topics such as defining a problem, steps in the rational model of decision making, guidelines in making decisions, guidelines for thinking creatively and overcoming barriers to creativity.	Problem Solving and Decision making
Enhancing Relationship with Stakeholders	This introduces the participants in identifying the critical stakeholders, and the ways in which they are better equipped to communicate with and gather information from them, and motivate them to get interested and participate in the consultation process. Group dynamics and facilitation techniques will also be introduced.	Stakeholder Consultation

## PGTEP Program Completion Report

<i>Advance: Negotiation Skills</i>		
Decision Making Under Conditions of Uncertainty and Incomplete Information	This is an advance course in negotiation. It should equip participants to think on their toes when the negotiation process takes a different turn. It should also equip participants with techniques of assessing risks, payoffs.	Decision Making Under Conditions of Uncertainty and Incomplete Information, Game theory
<i>Basic: Post Negotiation</i>		
Foreign Investment	This course introduces the participants to the basics of foreign investment. Topics include the role of foreign investment in development, forms of allowable investment in the Philippines, priority areas and how trade and investment policies enable foreign investment.	Foreign Investment
Market Development	This course introduces participants to the tools in analysing new markets and locations for existing products or distribution channels in present location	Market Development
Basic Project Development Course	This course covers the identification, development and appraisal of viability of projects.	Project Development
Trade Promotion	This course introduces the participants to the basics of trade promotions. Topics include objectives of trade promotion, market information, identifying trading opportunities, and requirements and procedures in trade promotion.	Trade promotion

110. The PAHRDF Study focused on the needs of the government. An interesting facet in trade negotiations would have been the needs of civil society, business and the academe but here is where a more thorough analysis of needs is lacking.<sup>15</sup>

---

<sup>15</sup> The PGTEP included these groups in the target.

## Components of Future Interventions

111. Having said all these, this report ends with food for thought on the possibilities on the components of future interventions in the field of capability building on trade policy in the Philippines.

### 1. Literacy Programs to Government and Non-Government Actors

The same courses can be deployed to more participants taking into account the recommendations and the lessons learned from the PGTEP.

### 2. Studies on Stakeholder Consultation Processes

This can be a scoping study on the processes that can be developed to increase the participation of stakeholders in the formulation, negotiation and post-negotiation implementation of trade policy. This will include the processes within the government and the engagement between government and non-government actors.

### 3. Capability - Programs Defined under the PAHRDF Scoping Study

There can be courses developed on the capability areas determined by the PAHRDF Scoping Study. However, validation of the capability areas can be made. The participants can be the PGTEP participants or a new set of participant who will first undergo the PGTEP.

### 4. Establishing a Center to Host the Stakeholder Consultation Process

After the scoping study, a center to host the consultation process can be established to act as the secretariat for the government-facilitated stakeholder consultation process.

**Project Steering Committee:**

Department of Trade and Industry

Thomas G. Aquino  
Senior Undersecretary

EMERGE

Dr. Myrna Austria  
Team Leader

Institute for Agricultural Trade Policy

Jim Harkness  
President

Earth Council-Geneva

Gao Pronove  
Executive Director  
gao@earthcouncil.com

Aternate for Mr. Pronove and  
Mr. Harkness

Virgilio de los Reyes

**Program Secretariat:**

National Program Coordinator

Virgilio de los Reyes  
[gildlr@earthcouncil.com](mailto:gildlr@earthcouncil.com)

Deputy Program Coordinator

Gay G. Benueza  
[gay.benueza@gmail.com](mailto:gay.benueza@gmail.com)

PGTEP Secretariat Office:

501, Cristina Condominium  
145 Legazpi St., Legaspi Village  
Makati City, 1229 Philippines

(0632) 811 0094  
(0632) 893 4344

[www.wtoelearning.com](http://www.wtoelearning.com)

## PGTEP

## Appendix 1

ORG	DEPARTMENT	DESIGNATION	LNAME	FNAME
<b>COMPLETED COURSES 1 to 8 = 214</b>				
BSP	Department of Economic Statistics	Research Analyst II	Deonaldo	Raymund Gerard
CDA	CDA Kidapawan	Coop Dev Specialist II	Cadiente	Virgie
DA	Agricultural Training Institute	Information Officer II	Ombao	Kristina Mae
DA	Bureau of Animal Industry	Agriculturist II	Amba	Joy Lourdes
DA	Bureau of Animal Industry	Agriculturist II	Crooc	Balgamel
DA	National Food Authority	Dept Manager III Treasury Budget	Cruz	Leticia (Tess)
DA	National Food Authority	Research Analyst II	Dolor	Grace
DA	National Food Authority	OIC - Internal Audit Directorate	Jimenez	Romeo
DA	National Food Authority	Asst. Regional Director	SANTOS	PIOLITO
DA	National Food Authority	Asst. Administrator for Finance	Tan	Celia
DA	National Food Authority	Acting Assistant Director	Vinas	Irenea
DA	National Food Authority	Dept. Manager III	Yacapin	Ma. Mercedes
DA	National Meat Inspection Service Region X	Director I,	Obsioma	Beata Humilda
DA	National Meat Inspection Service Region X	Meat Inspector	Para	Helen
DA	NMIS		Nival	Norberto
DA	NMIS		Riguer	Roberta
DA	NMIS		Tapel	Juana
DA	Policy Research Service / PALSD	Planning Officer II	Prado	Laura
DA	SRA	OIC	Abacan	Leilani
DA	SRA	Planning Officer II	Gonzales	Digna
DA	SRA	Programmer II	Guzman	Edwina
DA	SRA	Chemist II	Mundo	Raphael Henri
DA	SRA	Press Relations Officer II	Ramos	Vivian
DA	Sugar Regulatory Administration	Economist 1	Fernandez	Lourdes
DA	Sugar Regulatory Administration	Planning Officer IV & OIC. Econom	Gumera	Rosemarie Sara
DA	Sugar Regulatory Administration	Executive Assistant V	Jadoc	Johana
DA	Sugar Regulatory Administration	Department Manager I	Madrid	Priscila
DA		Asst. Dept. Manager	Cueto	Imelda
DA		Division Chief	Fernandez	Ma. Dolores
DA		Asst. Regional Manager	Reside	Ruben
DA		Agriculturist II	Tefora	Kissie
DA		Supervising Agriculturist	Tulay	Estrella
DA		Senior Agriculturist	Ventic	Cleofas
DFA	DEPARTMENT OF FOREIGN AFFAIRS -- PHILIPPINES		Mendiola	Aileen
DFA	Department of Foreign Affairs/ Embassy of the Philippines		Delfin	Pete Raymond
DFA	DFA	FSO Class IV	Borje	Robert Eric
DFA	Foreign Service Institute	Research Specialist	Estrella	Ella Linda
DFA	Foreign Service Institute	Foreign Affairs Research Specialist	Yancha	Dashell
DFA	Office of American Affairs	Principal Assistant	Borja	Katrina Isabelle
DFA	Office of Asian & Pacific Affairs	FSO I - Director	Almojuela	Ma. Teresa
DFA	Office of European Affairs	Director Div. 1	Cortes	Paul Raymund
DFA	Office of Fiscal Management	FSO IV	Talbo	Arman
DFA	Philippine Embassy Moscow		Rodriguez	Donna
DFA	Philippine Embassy - Santiago Chile		Fernandez	Emilio
DILG		Budget Officer	Cuacoyes	Donna
DLR	Department of Agrarian Reform Regional Office 1	Chief Agrarian Reform Program Officer	Francisco	Maria Ana
DOF	BIR	Information Technology Officer I - I	Datu	Rachelle

DOF	BIR	Asst. Division Chief	Macatangay	Ana Marita
DOF	BIR	Chief Revenue Officer III	Perez	Hector
DOF	BIR	Planning Officer III - Planning Division	Santos	Robert
DOF	BOC	Director III - Administration Office	Azana	Ma. Corazon
DOF	BOC	Deputy Collector Assessment - Port of Callao	Bauzon	Priscila
DOF	BOC	Asst. Customs Operations Officer - Port of Callao	Fenix	Peter Paul
DOF	BOC	Deputy Collector for Admin - Port of Callao	Pumatong	Wivina
DOF	BOC	Computer Maintenance Technologist	Quizon	Rodrigo
DOF	BOC	Information Technology Officer - Port of Callao	Romero	Demosthenes
DOF	Revenue Operations Group	Senior Tax Specialist	Abaleta	Erlinda
DOH	BHDT		Matienzo	Cecilia
DOH	Bureau of Health Facilities and Services	Medical Specialist IV	Pancho	Ma. Brenda
DOH	Health Human Resources Devt Bureau	Supervising Administrative Officer	Fernando	Grace
DOH	HPDPB		de Guzman	Donabelle
DOH	HPDPB		Espiritu	Napoleon
DOH	OSEC		So	Robert
DOH		Division Chief	Antonio	Ma. Soledad
DOJ-OSG	Office of the Solicitor General	Solicitor I	Agnes	Jonathan
DOJ-OSG	Office of the Solicitor General	Associate Solicitor III	Espina-Dalwatan	Aileen
DOJ-OSG	Office of the Solicitor General	Associate Solicitor	Imbong	James
DOJ-OSG	Office of the Solicitor General	Associate Solicitor III	Ramos	Joan
DOJ-OSG	Office of the Solicitor General	Solicitor II	Salvador	Alexander
DOJ-OSG	Office of the Solicitor General	Associate Solicitor	Vinoya	Wilson
DOLE	Bureau of Local Employment	Executive Assistant IV	Tagra	Ma. Socorro
DOLE	Bureau of Working Conditions	Labor & Employment Officer III	Chaneco	Luis
DOLE	Bureau of Working Conditions	Labor & Employment Officer III	Duarosan	Gil
DOLE	National Wages & Productivity Commission	Chief Labor & Employment Officer	Hornilla	Patricia
DOST - PCARRD	Planning and Development Division	Science Research Specialist I	Medrana	Don Joseph
DOST - PCARRD	Socio-Economics Research Division	Science Research Specialist I	Batoon	Sharon
DTI	BIS		Murillo	Orlanda
DTI	BIS		Santillana	Frederick
DTI	BOI	Director	Arcansalin	Nestor
DTI	BOI	Investments Specialist	Enriquez	Jasmin
DTI	DTI Camarines Sur	Trade and Industry Dev't Specialist	Ablan	Jay Percival
DTI	DTI Camarines Sur	Trade-Industry Development Specialist	Felix	Elsa
DTI	DTI Camarines Sur-Industry & Investments	Division Chief	Gomez	Emerita
DTI	DTI Camarines Sur-Trade Division	Division Head	Fuentebella	Lilibyl
DTI	DTI - X Regional Office, Business Development Division		Alcantar	Liza Veronica
DTI	DTI XI Regional Office Davao	Trade-Industry Development Specialist	Aquino	Mary Maylene
DTI	DTI XI Regional Office Davao	Attorney III	Balleque	Lucky Siegfred
DTI	DTI XI Regional Office Davao	IT Officer/ Senior Trade-industry Development Specialist	Nengasca	Arriel
DTI	Ilocos Norte	Senior Trade & Industry Devt. Specialist	Gairan	Charlie
DTI	OOP		Geron	Cherryl
DTI	PTIC - Berlin	Trade Assistant	Rosales	Ricardo
DTI	PTIC - Berlin	Trade Assistant	Tana	María Lourdes
DTI	PTIC - Brussels	Trade Assistant	Peñaflor	Ma. Victoria
DTI	PTIC - Hamburg	Trade Assistant	Elbern	Enrica
DTI	PTIC - Kuala Lumpur	Trade Assistant	Lee	Louie Brigida
DTI	RO - IX		Aduca	Grace
DTI	Region 1		Piedad	Mario

DTI - IPO	Documentation Information & Technology Transfer	Attorney V	Calvario	Louie Andrew
DTI - IPO	Documentation Information & Technology Transfer	Director	Peralta	Carmen
DTI - IPO	Office of the Director General	Attorney IV	Samson	Robert
DTI - PEZA	Enterprise Registration Division	Officer-in-Charge	Escolano	Ligaya Jennifer
DTI - PEZA	Info Sys Analyst III	Info Sys Analyst III	Naguit	Rowena
DTI - PEZA		Labor Relations Assistant	Pableo	Anna Marie Teresa
DTI - PEZA		Zone Administrator	Panga	Tereso
DTI - PEZA		Enterprise Services Officer IV	Sanchez	Mary Jane
HoR	Comm. On Govt. Enterprises and Privatization		Rigor	Cora
HoR	Committee on Administrative Support Services		Gonzales	Flor
HoR	Committee on Agrarian Reform	Supervising Legislative Staff Officer	Macabulos	Rita
HoR	Committee on Agriculture & Food		Alcid	Consuelo
HoR	Committee on Agriculture & Food		Guzman	Rosa
HoR	Committee on Economic Affairs		Sabio	Caroline
HoR	Committee on Energy	Committee Secretary	Cortez	Efren
HoR	Committee on Oversight		Olladas	Jannalena
HoR	Committee on Revision of Laws		Sta. Clara	Romualdo Jr.
HoR	Committee on Ways & Means		de Guzman	Marilou
HoR	Congressional Planning & Budget Department	Service Director	Aquino	Manuel
HoR	Special Committee on Globalization - WTO		Roxas	Marichelle
House of Represent	Committee on Trade & Industry	Committee Secretary Committee	Palanca	Valentino
LGU	Kalinga Provincial Government	Population Program Officer 1	Atiwag	Kenneth
OP	Mindanao Economic Development Council	Senior Economic Development Specialist	Zamora	Carla Mae
OP	Office of the President - Legal Affairs	Attorney VI	Okit	Adrian Mario
OP	Senior Economic Development Specialist-MEDCO		Suarez	Sophia Suzanne
Phividec	Corporate Planning and Evaluation Department	Officer-In-Charge-Dept Mgr	Lagdamen	Divina
Phividec	Policy Planning and Evaluation Division	Acting Planning Officer IV	Cahulogan	Avalyn
Phividec	Ports Revenue Division	Acting Chief	Garcia	Elvira
Phividec			Suegay	Hyessa
PMS	Superregional Development Concerns Office	PSO VI	Cabugayan	Clemencia
PRC	Asst. Comm.'s Office		Paclibon	Arnel
PRC	International Affairs Division	Officer-In-Charge (PRO I)	Valera	Lord Louis
SENATE	Office of Senator Edgardo J. Angara	Staff	Cabaliw	Loreen
SENATE	Office of Senator Edgardo J. Angara	Legislative Research Staff	Pangandaman	Mina
SENATE	Office of Senator Mar Roxas	Chief/Legal Technical Group	Ofilada	Flor
SENATE	Office of Senator Richard Gordon	Admin & MIS Director	Carpio	Maria Josefina
SENATE	Office of Senator Richard Gordon	Director for Legislative Affairs	Custodio	Deogracias Gerard
SENATE	Office of Senator Richard Gordon	Political Affairs Officer	Pernia	Ramon Jacinto
SENATE	Office of the Senate President	LSA II	Allomia	Rhona Beatriz
Supreme Court	PhilJA	Attorney V	Ballesteros	David
Supreme Court	PhilJA	Professorial Lecturer I	Carmona	Cheselden George V.
Supreme Court	PhilJA	Attorney IV	Goqingco	Anthony
Supreme Court	PhilJA	PHILJA Attorney V	Miranda	Jack Andrew
Supreme Court	PHILJA	Chief Judicial Staff Officer	Polonan	Mark Anthony
Tariff Commission	Philippine Tariff Commission	Sr. Tariff Specialist	Ignacio	Elvira
TESDA	Region X	Senior TESD Specialist	Wee	Jocelyn
CivSoc	American Center for International Labor Solidarity	Program Officer	Geronimo	Judy
CivSoc	FPI		Rocamora	Juan Angelo
CivSoc	FTA		de Leon	Alfredo
CivSoc	FTA	Board Member	Kim	John

CivSoc	FTA/APMP		Sereno	Mario Jose
CivSoc	League of Vice Governors	Executive Director	Flores	Annalyn
CivSoc	NOGROCOMA	VP Bus. Development	Ilagan	Juan Paolo
CivSoc	PCCI		Chang	Arvin
CivSoc	PCCI		Domingo	Emmanuel
CivSoc	PCCI	Asst. Secretary Geneneral	Evangelista	Ryan Patrick
CivSoc	PCCI	Advocacy Specialist	Gaerlan	Sheng
CivSoc	PCCI		Miña	Marlon
CivSoc	PCCI		Villanueva	Maricris
CivSoc	Phil Plastics	Asst. to the President	Delumen	Mark Anthony
CivSoc	PhilExport	TA for Trade Negotiations	Brucal	Arlan Zandro
CivSoc	PhilExport	TA for Trade Facilitation	Tan	Jennifer
CivSoc	Philippines Business for the Environment	Executive Director	Antonio	Lisa
CivSoc	Sugar Master Plan Foundation Inc	Policy Advocacy Officer	Aquino	Geraldine
CivSoc	Tambuyog Development Center Inc	Programs Development Associate	Manglinong	Zeena
CivSoc	Trade Union Congress of the Philippines	Deputy General Secretary	Baglas	Cedric
CivSoc	Trade Union Congress of the Philippines	Research Officer	Fos	Anna Lee
CivSoc	Visayas Cooperative Development Center (VICTO)	Training Director	Desingco	Mercedes
CivSoc			Sevidal	Stephen
CivSoc	Philippine Development Assistance Programme, In	Gender Advisor	Olavides-Soriano	Maria Elizabeth
Schools	Bataan Polytechnic State College	Instructor I (contractual)	Zapanta	Antonio
Schools	Capitol University	Ast. Prof./OIC Dean	Martinez	Wilfredo
Schools	Capitol University	Asst. Prof.	Paurom	Ferdinand
Schools	Central Luzon State University	Instructor I	Badua	Jeffrey
Schools	Central Luzon State University	Asso. Prof II	Daza	Elvira
Schools	Central Luzon State University	Lecturer	Dela Cruz	Jeorge
Schools	Central Luzon State University	Instructor I	Martin	Malou
Schools	Central Luzon State University	Asso. Prof I	Teaño	Judith
Schools	DLSU		Cruz	Jocelyn
Schools	DLSU		Cruz	Christopher
Schools	DLSU		Sales	Emmanuel
Schools	Holy Angel University	College Instructor	Lao	Carmelita
Schools	Holy Angel University	Asst. Prof. II	Mangalino	Flor
Schools	Holy Angel University	Faculty Member	Nepomuceno	Elizabeth
Schools	Holy Angel University	Faculty Member	Punsalan	Ma. Ferna Bel
Schools	Holy Angel University	Faculty Member	Reyes	Joan
Schools	Holy Angel University	Asst. Prof.	Yutuc	Rio
Schools	Leyte State U	University Instructor	Bulayog	Ernesto
Schools	Mapua Institute of Technology	Faculty Member	Blancaflor	Mary Rose
Schools	Mapua Institute of Technology	Assistant Professor	Magpayo	Rechilda
Schools	MSU-IIT	Professor VI	Roscom	Brigida
Schools	MSU-IIT	Faculty Member	Tobias	Ermelinda
Schools	MSU-Iligan Institute of Technology	Proj. Coord.	Destura	Fe
Schools	MSU-Iligan Institute of Technology	Professor	Dimamay	Mariquita
Schools	MSU-Iligan Institute of Technology	Dean	Roxas	Alita
Schools	MSU-Iligan Institute of Technology	Faculty Member	Teves	Maria Rizalia
Schools	Notre Dame of Marbel University	Faculty member	Taperla	Bernardo Jr.
Schools	Pangasinan State University-Lingayen	Instructor	Fernandez	Magnimydell
Schools	Pangasinan State University-Lingayen	Chairperson	Lomibao	Julie
Schools	Pangasinan State University-Lingayen	Instructor 1	Malicdem	Maria Rhodora

Schools	Pangasinan State University-Lingayen	Instructor 1	Quimson	Liza
Schools	Pangasinan State University-Lingayen	Instructor 1	Salazar	Erna
Schools	Roosevelt College	Chairman	Tiamzon	Danilo
Schools	Saint Mary's University	0927 512 8892	Danao	Gertrude
Schools	Saint Mary's University	Faculty Member	Ramel	Micah Ryan
Schools	Technological University of the Philippines, Basic S		Dasal	Albert
Schools	Technological University of the Philippines, College		Galiga	Rosalie
Schools	Technological University of the Philippines, Computer Department		Losa	Edna
Schools	Thames		Lim	Eric
Schools	University of Asia and the Pacific	Instructor	Ang	Monica
Schools	University of San Carlos	Faculty Member	Llorca	Emmylou
Schools	UP Tacloban	AP-5 Economics	Cular	Anita
Schools	UP Tacloban	Accountant 3	Fua	Margarito
Schools	UST	Faculty Member	Bartolome	Nancy
Schools	UST	Faculty Member	Calara	Socoro
Schools	UST	Faculty Member	Miguel	Alma Aileen
Schools	Xavier University	Acting Dept. Chair	Almaden	Catherine Roween
<b>COMPLETED 7 COURSES = 9</b>				
DFA	Foreign Service Officer Class IV	Foreign Service Officer Class IV	Hicarte	Mary Luck
DOLE	Bataan Provincial Office	Labor and Employment Officer II	Yambot	Rosemarie
HoR	Committee on Foreign Affairs		Apostol	Imelda
HoR	Office of Congressman Herminio Teves		Garcia	Vercita
Supreme Court	PhilJA	Chair Commercial Law Department	Villanueva	Cesar
CivSoc	Alliance for Marketplus Synergy	Board Secretary	Masalunga	Reyah Marie
CivSoc	Third World Network	Associate	Peria	Elpidio
CivSoc	Trade Union Congress of the Philippines	President LIKHA-TUCP	Villamor	Jesus
Schools	Technological University of the Philippines, College		Norbe	Mario Regino
<b>COMPLETED 6 COURSES = 15</b>				
DA	Department of Agriculture Regional Field Unit IV	Senior Agriculturist	Sanidad	Rufina
DA	National Food Authority	Regional Manager	Lozada	Javier Jr.
DA	National Meat Inspection Service Region X	Supervising Meat Control Officer	Salvador	Jocelyn
DA	Policy Research Service / PALSD	Planning Officer III	Go	Eugenia
DA	Trade Remedies Office	Proj. Devt. Officer III	Basay	Joan
DOF	BOC	Information Technology Officer - M	Edillor	Mark
DOJ-OSG	Office of the Solicitor General	Atty. III	Victorino	Margarita Eugenia
DTI	PTIC - Tokyo	Trade Assistant	Latoja-Kawasaki	Ma. Socorro
CivSoc	FFW	Labor Relations Officer	Laserna	Danilo
CivSoc	FTA/Oxfam		Bullecer	Cyra
CivSoc	FTA/Rice Watch and Action Network		Tanchuling	Hazel
CivSoc	Workers' and Entrepreneurs Institute	Executive Director	Gallardo	Theresa
Schools	Lyceum Northwestern University		Cochangco	Pina
Schools	Roosevelt College	Faculty member	Forteza	Susan
Schools	Roosevelt College	Faculty member	Olano	Christine
<b>COMPLETED 5 COURSES = 29</b>				
DA	Bureau of Animal Industry	Senior Agriculturist	Silvano	Florence
DA	Bureau of Animal Industry	Senior Agriculturist	Arvesu	Garry
DA	Policy Research Service / PALSD	Planning Officer III	Barrogo	Dennis
DA	Regional Field Office, Davao City	Chief, Agribusiness and Marketing	Lamsen	Mirope
DAP		Management and Audit Analyst IV	de la Cruz	Barbara
DFA	DFA	FSO	Lao	Bryan Dexter

DFA	Philippine Embassy - Abuja Nigeria.	Investment Trade & Tourism Office	Akah	Rosemarie
DOF	BOC	Computer Maintenance Technician	Banuag	Rodolfo Jr.
DOJ-OSG	Office of the Solicitor General	Associate Solicitor II	Calilung	Hector
DTI	DTI XI Regional Office Davao	Chief Trade-Industry Development	Galvez	Vedastito
DTI	PTIC - Kuala Lumpur	Trade Assistant	Cafe	Belteshazzar
DTI	PTIC - New York	Trade Assistant	Pascual	Sandra
DTI	Region 6	Senior Trade and Industry Dev't Sp	Tamayo	Ma. Dinda
DTI - PEZA		Enterprise Services Officer	Quial	Ermita
HoR	Committee on Information & Comm. Tech.		Polo	Henedina Mary Anne
CivSoc	FFW	Natl Treasurer	Cayobit	Jose
CivSoc	FTA		Ramos	Errol John
CivSoc	Philippine Wood Producers Association		Patawaran	Ricardo
CivSoc	Visayas Cooperative Development Center (VICTO)	Regional Executive Director	Alim	Yolanda
Schools	Angeles University Foundation	Faculty Member	Cortado	Maria Cecilia
Schools	Benguet State U		Llanes	Clifton
Schools	Lyceum Northwestern University		Ydeo	Aldrin
Schools	Lyceum Northwestern University	Faculty member	Fabia	Dexter
Schools	St. Paul University	Faculty member	Cacacho	Gremar
Schools	Thames	Lecturer; Business Consultant	Macatangay	Leah
Schools	University of Baguio	Asst. Prof.	Bucgat	Ruby
Schools	University of Nueva Caceres	Faculty member	Efondo	Wenifredo
Schools	University of San Carlos	Faculty Member	Villar	Alicia
Schools	Xavier University	Faculty member	Navarro	Ma. Kresna
<b>COMPLETED 4 COURSES = 8</b>				
DFA	Office of the Undersecretary for Policy	Principal Assistant	Siriban	Hans Mohaimin
DTI	PTIC - Chicago	Trade Representative	Penaranda	Glenn
HoR	Office of Congressman Herminio Teves		Raagas	Josefa Jonie
LGU	League of Cities of the Philippines		Biniza	Hazel
CivSoc	FTA		Varias	Andrea
CivSoc	NUBE	Education Officer	Librojo	Rolando
Schools	Lyceum Northwestern University	Department Head	Catubig	Jacqueline
Schools	Mapua Institute of Technology	Faculty Member	Galsim	Alpha Omega
<b>COMPLETED 3 COURSES = 21</b>				
DA	NMIS		Bolvar	Naida
DA	NMIS		Saligan	Mildred
DFA	DFA	Special Asst.	Almonte	Lilibeth
DLR	Department of Agrarian Reform Regional Office IV	Designated Regional Director (App	Tobias	Homer
DOF	BOC	Computer File Librarian III	Balbenta	Abigail
DTI	DTI XI Regional Office Davao	Deputy Center Manager, EBIZ (Chi	Banquerigo	Edwin
DTI	PTIC - Dubai	Trade Assistant	Suarez	Ruby Lynn
DTI	PTIC - Silicon Valley	Trade Assistant	Say	Rosalie
DTI - PEZA		Engineer III	Ebarle	Reinaline
SEC	Human Resource & Administrative Dept.	SEC Training Specialist II - Training	Macatangay	Jernel
SENATE	Office of Senator Mar Roxas	Legal Counsel	Viterbo	Blas James
CivSoc	FTA		Cruz	Ember
CivSoc	FTA/Youth Advocates for Economic Progress		Tanquieng	Paula Mae
CivSoc	PCCI		Sitoy	Joannie
Schools	DLSU		Tomboc	Juris
Schools	Lyceum Northwestern University		Abulencia	Irene
Schools	Lyceum Northwestern University		Garcia	Mehl
Schools	Lyceum Northwestern University		Tabajen	Rhene

Schools	MSU-Iligan Institute of Technology	Assoc. Prof. V	Villanueva	Emmanuel
Schools	Polytechnic University of the Philippines, College of	Asst. Prof. III, Chief	Zamora	Imelda
Schools	Xavier University	Faculty member	Obedencio	Marichu
<b>COMPLETED 2 COURSES = 52</b>				
CITEM	Industrial Goods Services Division Operations Gro	Supervising TIDS concurrent Office	Mendoza	Rowena
CITEM	Special Projects Division Operations Group	Private Secretary II concurrent Tec	Libongco	Patricia Marie
DA	National Food Authority	Asst. Administrator	Irigo	Concepto
DA	Trade Remedies Office	Officer in Charge	Casuga	Magdalena
DFA	DFA- Philippine Embassy Abuja		Umpa	Zaida
DFA	Office of Legal Affairs	Acting Director	de Jesus	Christian
DOF	BOC	Computer File Librarian	Caluyo	Cynthia
DOF	BOC	Human Resource Mgt. Officer 1 - H	Cambel	Exequiel
DOF	BOC	Chief - Tax Exemption Division	Pablo	Talek
DOF	BOC	Human Resource Mgt Officer II - HI	Presto	Leuville
DOJ-OSG	Office of the Solicitor General	Associate Solicitor	Fiel	Beulah Coeli
DTI	BTRCP		Olmos	Jaime Lasaro
DTI	PTIC - Beijing	Commercial Attaché	Mariano	Enrico
DTI	PTIC - Berlin	Commercial Attaché	Evangelista	Rosalie
DTI	PTIC - Brussels	Commercial Attaché	Iñigo	John Paul
DTI	PTIC - Guangzhou	Commercial Attache and Director	Gomez	Archimedes
DTI	PTIC - Jakarta	Commercial Attaché	Sawadjaan	Cassandra
DTI	PTIC - New York	Trade Service Officer IV	Romero	Josephine
DTI	PTIC - Osaka	Trade Assistant	Latoja	Juan Bernardo
DTI	PTIC - Paris	Trade Assistant	Francisco	Eduardo
DTI	PTIC Paris	Commercial Attaché	Antonio	Althea Karen
DTI	PTIC-Paris	Trade Assistant	Olano	Mernie
DTI - IPO	Office of the Director General	Attorney VI	Arevalo	Nathaniel
HoR	Committee on Information & Comm. Tech.		Cancio	Sarip Ellen
HoR	Committee on Ways & Means		Bronce	Roentgen
HoR	Office of Congressman Lorenzo Tañada III	Representative 4th District Quezo	Tanada	Lorenzo
PIC - GOCC	Philippine Infrastructure Corporation	Legal Counsel	Robillo	Miguel
SENATE	Office of Senator Edgardo J. Angara	Staff	Tambago	Cynthia
SENATE	Office of Senator Edgardo J. Angara	Supervising Legislative Staff Office	Yuzon	Jocelyn Agor
Supreme Court	PhilJA	Full-time Professor I	Cabrera	Ma. Cristina
CivSoc	FFW	Trade Federation Officer	Biciero	Reorini
CivSoc	FTA		Mendoza	Allan Duane
CivSoc	FTA/KAISAMPALAD		Vida	Liza
CivSoc	FTA/Youth Advocates for Economic Progress		Ocampo	Kenneth
CivSoc	Innovators' Club	President	Orebia	Jayson
CivSoc	Northern Mindanao Poultry Asso.	President	Navarro	Roger
CivSoc	PCCI	Sr. Specialist	Conel	Ruby
CivSoc	PRRM	Philippine Rural Reconstruction Mo	Banas	Renato
CivSoc	Union of Filipino Workers	Admin Assistant	Domingo	Raymond
CivSoc	Visayas Cooperative Development Center (VICTO)	Regional Executive Director	Tilbe	Jacinto
Schools	Aquinas University of Legazpi	Faculty Member	Atutubo	Milagros
Schools	Lyceum Northwestern University		Calpito	Lea
Schools	Lyceum Northwestern University		Cruz	Rhea
Schools	Lyceum Northwestern University		Tomines	Marma
Schools	Lyceum Northwestern University	Faculty member	Vidal	Via
Schools	Mapua Institute of Technology	Program Head	Sy	Jojo
Schools	Miriam College	Chairman	Buensuceso	Noel
Schools	St. Louis University	Assoc. Prof.	Arzaga	Rosario Corazon
Schools	UP Tacloban	Assistant Prof I	Cagara	Richard
Schools	UP Tacloban	Instructor (Economics)	Roquino	Eduardo

Schools	Xavier University	Faculty member	Bao	John Amoranto
Schools	Xavier University-Department of Business Mgt.	Chairperson	Gevero	Rustum
<b>COMPLETED 1 COURSE = 58</b>				
CITEM	CORPLAN Division INFO Group	Supervising TIDS concurrent Office	Gacho	Doris
DAP	Policy Research Office	Associate Project Officer IV	Villafuerte	Giovanni
DOLE	Institute for Labor Studies	Chief Labor & Employment Officer	Brimon	Katherine
DOTC	Water Transport Planning Division	Senior Transport Development Office	Soro	Rafael Jr.
DTI	DTI XI Regional Office Davao	Trade-Industry Development Specialist	Ramiro	Zaida Fe
DTI	FTSC	Technical Assistant	Castillo	Jose Paulo
DTI	PTIC - Silicon Valley	Trade Assistant	Juan	Mylene
DTI	PTIC - Singapore	Commercial Counselor	Garcia	Edgardo
DTI	PTIC Shanghai	Trade Assistant	Lu Yun	Viola
DTI	South Cotabato	Trade and Industry Devt Specialist	Abo	Jessica
DTI - PEZA	Ecozone Manager III		Suarez	Leonisa
HoR	Committee on Energy		Gutierrez	Lily
HoR	Committee on Natural Resources	Acting Committee Secretary	Valencia	Marlon
HoR	Congressional Planning & Budget Department		de Jesus-Pasagui	Dina
HOR	House of Representatives		Melgar	Mariquit
HoR	Office of Congressman Lorenzo Tañada III	Chief of Staff Office of Rep. Tañada III	Cantos	Jessica Concepcion
HoR	Office of Congressman Mario Aguja	Representative - Akbayan (Party List)	Aguja	Mario "Mayong"
NEDA	Region 10	Senior Economic Development Specialist	Abejo	Wendel
PRC	International Affairs Division		Fabro	Eldefonso, Jr.
Press	Malaya	Researcher	Iglesias	Myla
SBMA	Investment Processing Department	Division Chief III	Anagaran	Bessie
SBMA	Investment Processing Department	Financial Analyst	Ayson	Josminia
SBMA	Off. Of the SDA for Buss. Devt.	Executive Assistant IV	Viray	Ethel Mary
SEC	General Counsel	SEC General Counsel	Umali-Paco	Vernette
SENATE	Office of Senator Richard Gordon	Supervising Legislative Staff Officer	Escudero	Rommel
Supreme Court	PhilJA	Training Specialist III	Mercado	Rouschelle
CivSoc	FFW	Info Officer	Cainglet	Julius
CivSoc	FTA		Mendoza	Mars
CivSoc	Kasanyanangan Fdn. Inc (KFI)	Kasanyangan Mindanao Foundation	Umengan	Salvador
CivSoc	KFI		Soriano	Jonas George
CivSoc	Negros COFA	Assistant to the President for Marketing	Santos	Marilou
CivSoc	NUBE		Cruz	Rainier
CivSoc	Phil Partnership for the Dev of Human Res	National Coordinator	Garganera	Jaybee
CivSoc	Phil Sugar Millers Association	Legal Officer	Barrera	Jesus
CivSoc	PhilDHRRA	Regional Coordinator	Abando	Rolando
CivSoc	PLCPD		de Leon	Elenor
CivSoc	PLCPD		Joson	Josephine
CivSoc	PLCPD	Policy Analyst/Demographer	Rubio	Caroline Laarni
CivSoc	Law Firm		Flores	Javier
Schools	Angeles University Foundation	Chairperson	Pederal	Marvin Joi
Schools	Bataan Polytechnic State College	Instructor 1	Flores	Romano
Schools	Bataan State U	Social Science Instructor	Banzon	Jayson Anthony
Schools	Capitol University	Professor	Aves	Derrold Marl
Schools	Capitol University	VPAA	Aves	Luvismín
Schools	Fernandez College of Arts & Tech	President	Fernandez	Marcelo
Schools	Holy Angel University	Practicum Coord.	Almario	Marigrace
Schools	Holy Angel University	Chairperson	Ramoneda	Ma. Lina
Schools	Holy Angel University	Faculty Member	Tacbad	Enrique
Schools	MSU-Iligan Institute of Technology	Asst. Prof. V	Gallardo	Divina
Schools	Saint Mary's University	Faculty Member	Bautista	Euxine Taunine
Schools	Saint Mary's University	Dept. Head	Palina Santos	John

Schools	Surallah National Agricultural school-TESDA	Instructor 1	Morcillo	Doane
Schools	Thames International Business School		Rabuco	Benjamin
Schools	University of Baguio	Instructor	Ongoco	Raul Gerardo
Schools	University of San Carlos	Faculty Member	Dedamo	Apolonio
Schools	University of San Carlos	Faculty Member	Yang	Joyce Natalie
Schools	UP Tacloban	Assisant Prof.	Salas	Jennifer
Schools	UST	Faculty Member	Aquino	Dianna Gene
<b>NO SINGLE COURSE COMPLETED = 89</b>				
CITEM	CORPLAN INFO Group	Senior Trade Industry Developmen	Jacinto	Gaudencio
DA	National Agricultural and Fishery Council	Senior Agriculturist	Lapitan-Mayor	Emiliana
DA	National Food Authority	Dept. Manager - Public Affairs	Estoperez	Rex
DA	SRA	OIC	Marajas	Luis
DA		Asst. Regional Manager	Escarez	Tomas
DFA	DFA - Philippine Consulate Sydney Australia	Vice-Consul	Victoria	Ferdinand Philip
DOF	BOC	Customs Operations Officer III	Gonzales	Lorna
DOF	BOC	Customs Operations Officer III	Ricarte	Florante
DOF	BOC	Director	Talusan	Mimel
DOF	BOC, Formal Entry Division	Acting Customs Operation Officer II	Lopez	Grace
DOF	Revenue Operations Group	Supervising Tax Specialist	Marayag	Heherson
DOH	Legal Service		De Veyra	Ronald
DOH	HHRDB		Ronquillo	Kenneth
DOJ-OSG	Office of the Solicitor General	Associate Solicitor II	Talampas	Alberto
DTI	DTI - Sarangani Province	Trade and Industry Dev't Specialist	de Asis	Eddie
DTI	DTI Camarines Sur	Provincial Director	Tejada	Edna
DTI	Foreign Trade Service Corps		Mercado	Roberto
DTI	PTIC - Dubai	Trade Assistant	Herico	Gil
DTI	PTIC - Rotterdam	Trade Assistant	Canlas	Corazon
DTI	PTIC - Stockholm	Trade Assistant/OIC	Hedfors	Mary
DTI	PTIC - Sydney	Trade Assistant	Gunay	Carlito
DTI	PTIC - Tokyo	Commercial Attaché	Elevado	Eugenio
DTI	PTIC - Washington DC	Commercial Attaché	Bartolome	Veronica Margarita
DTI	PTIC - Washington DC	Trade Assistant	Ramirez	Elmer
DTI	PTIC-GuangZhou	Trade Assistant	Deng	Anna Lee
DTI	PTIC-GuangZhou	Trade Assistant	Li	Joey Jianmin
DTI	PTTC	Trade Industry Development Specia	Gumasing	Jeffrey
DTI			Anolin	Maria Lea Criselda
DTI - IPO		Director General	Cristobal	Adrian
DTI - PEZA		Department Manager for Operation	San Juan	Rufino Ranulfo
DTI - PEZA		Division Chief- Administrative Servi	Zozobrado	Nancy Jessica
DTI-FTSC	Chicago	Trade Asistant	Osilla	Odessa
HoR	Office of Congressman Herminio Teves		Barrosa	Norman
Studies	Chief Labor & Employment Officer	DOLE	Tana	Jeanette
SBMA	Administrator's Office	Exec. Assist to the Administrator	Agustin	Gina
SBMA	Administrator's Office	Project Dev't Officer	Pacamparra	Bernadette
SBMA	Administrator's Office	Administrative Assistant	Ruiz	September
SBMA	Investment Processing Department	Sr. Investment Specialist	Saclao	Amabelle Lynn
SBMA	Locator's Regn & Licensing Dept.	Division Chief III	Rementilla	Kenneth Lemuel
SBMA	Project Development Office	Department Manager III	Kabigting	Ruel John
SBMA		Manager	Capili	Marjorie
SENATE	Office of Senator Edgardo J. Angara	Political Staff	Ang	Ronald
Supreme Court	PhilJA	Head Academic Affairs Office	Aquino	Ranhilio
Supreme Court	PhilJA	Part-time Professor II	Cueva	Eulogia
Supreme Court	PhilJA	Member Commercial Law Departm	Marella	Sixto
CivSoc	Associated Labor Union	Union Organizer	Reyes	Reynaldo

CivSoc	Chiquita-Unifrutti Philippines (CUP)/TAMPUDA Fo	Consultant/Acting Executive Directo	Del Castillo	Edmundo
CivSoc	FFW	EA for External Affairs	Asper	Antonio Isidro
CivSoc	FTA/National Labor Union		Diwa	Dave
CivSoc	Philippine Institute for Authentically Humanist Soci	Project Officer	Cortez	Sunny
CivSoc	PLCPD		Abaja	Miriam
CivSoc	Trade Union Congress of the Philippines	Project Officer (RH Progra.)/Writer	Arambulo	Gazelle
CivSoc	Trade Union Congress of the Philippines	Chair Women Committee	Solinap	Carmen
CivSoc	TUCP - Associated Labor Union	National Vice President for Educati	Cabatingan	Florencia
Schools	Angeles University Foundation	Faculty Member	Bondoc	Ma. Cristina
Schools	Angeles University Foundation	Asst. Dean	Valencia	Manuelita
Schools	Baliuag University	Research	Francisco	Rosario
Schools	Colegio de San Juan de Letran	Faculty member	Burgos	Oscar
Schools	Emilio Aguinaldo College - College of Business Ad	Project Coordinator	Legaspi	Rosalinda
Schools	Emilio Aguinaldo College - College of Business Ad	College Dean	Navarro	Cecilia
Schools	Holy Angel University	Faculty Member	Lerit	Ramon
Schools	Lyceum Northwestern University		Tamayo	Perla
Schools	Mapua Institute of Technology	Faculty Member	Arias	Antero
Schools	Mapua Institute of Technology		Orsena	Gil
Schools	Mapua Institute of Technology	IE Subject Chair	Robielos	Rex Aurelius
Schools	Mapua Institute of Technology		Ydeo	Nestor
Schools	Miriam College/Communication Arts Department	Lecturer	Molina	Rene
Schools	MSU-Iligan Institute of Technology	Asso. Prof. 5	Albao	Gresilda
Schools	MSU-Iligan Institute of Technology	Asst. Prof. IV	Ibrahim	Jahara
Schools	MSU-Iligan Institute of Technology	Professor	Narido	Milagros
Schools	MSU-Iligan Institute of Technology	Professor	Nieva	Emma
Schools	Pangasinan State University-Lingayen	Faculty Member	Carvajal	Adrian Lawrence
Schools	Pangasinan State University-Lingayen	Instructor 1	Inacay	Reynaldo
Schools	Philippine Women University	Associate Dean	Cruz	Ma. Cristina
Schools	Polytechnic University of the Philippines, College of	Dean	Gamboa	Dominador
Schools	Polytechnic University of the Philippines, Dept. of M	Chairperson	Goyenechea	Angelina
Schools	College of ComEng		Jorda	Romeo, Jr.
Schools	Technological University of the Philippines, College		Merillo	Maximo
Schools	Thames		Hidalgo	Rafael
Schools	Thames		Silva	Eduardo
Schools	University of Asia and the Pacific	Program Director	Avila	John Lawrence
Schools	University of Baguio	Asst. Dean	Santos	Mary Elaine
Schools	University of Nueva Caceres	College Instructor	Balbastre	Kristoffer Gil
Schools	University of Nueva Caceres	Area Chairperson	Menes	Emelita
Schools	University of San Carlos	Chairperson	Campilan	Rhodelio
Schools	University of San Carlos	Faculty Member	Cantones	Theodore
Schools	University of San Carlos	Faculty Member	De Ocampo	Melanie
Schools	UP Tacloban	Admin. Aide VI	Amida	Daniel
Schools	Technology	Chairman	Quidato	Noel
<b>ZERO LOG-IN = 29</b>				
DOF	BOC		Castaneda	Reginaldo
DOF	BOC		Gelera	Gladis
DOF	BOC		Jaspe	Lesille
DOF	BOC		Nario	Marinel
DOF	BOC		Saladain	Almaida
DOH	BFAD		Ramos	Joshua
DOH	NCFHD		Mandai	Victoria
DTI	FTSC - Home Office	Trade Service Officer	Sanchez	Michelle Fatima
DTI	PTTC		Celedio	Benjamin
DTI - PEZA		Zone Administrator	Pinagayao	Sansaluna

DTI-FTSC	FTSC - Home Office	Trade Service Officer 3	Bautista	Nicanor
SBMA	Investment Processing Department	Project Evaluation officer IV	Espineli	Cleofe
SBMA	Off. Of the DA for Bussiness Group	Deputy Administrator	Alvarado	Joy
Supreme Court	PHILJA	Clerk III	De Leon	Romil
Supreme Court	PHILJA	Attorney III	Ignacio-Gutierrez	Iris
Supreme Court	PHILJA	Clerk III	Irigayen	Eduardo
Supreme Court	PHILJA	Executive Assistant III	Leaño	Amenda
Supreme Court	PHILJA	Supervising Judicial Staff Officer	Name	Jose
Supreme Court	PHILJA	Atty	Ordanza-Abutal	Butch
CivSoc	PLCPD		Santiago	Rowena
Schools	Ateneo de Naga University		Felix	Rosario
Schools	Ateneo de Naga University		Gumba	Bernadette
Schools	Ateneo de Naga University		Yater	Hazel
Schools	Baliuag University	Faculty	Santiago	Maria Veronica
Schools	DLSU		Banzon	Gerardo
Schools	Lyceum Northwestern University		Sison	Eleuterio
Schools	Mapua Institute of technology	Faculty member	Pineda	Flordeliza
Schools	Pangasinan State University-Lingayen	Instructor 1	Lincod	Romary
Schools	University of Baguio	Faculty member	Roma	Gulliver Maxi

### PGTEP Batch 4A

PHILJA	DESIGNATION	LNAME	FNAME
<b>COMPLETED PLIT COURSES = 63</b>			
Aborlan-Kalayaan	MCTC, Aborlan-Kalayaan, Palawan	MCTC Judge	Nono Norferio
Baung	Regional Trial Court, Br. 33, Baung, La Union	Presiding Judge	Alim Rose Mary Remedios
Cagayan de Oro	Br. 19, RTC Cagayan de Oro	RTC Judge	Nery Evelyn
Calabanga	Regional Trial Court Br. 63, Calabanga, Camarines	Clerk of Court IV	Lanuzza Alfonso Jr.
Calamba	Branch 34, Regional Trial Court, Calamba City	Executive Judge	Santiago Jesus
Calinog-Bingawan	10th Municipal Circuit Trial Court of Calinog-Bingawan	Presiding Judge	Melliza Ronaldo
Cebu	Regional Trial Court Branch 9 Cebu City	RTC Judge	Econg Geraldine Faith
Cebu	MTCC Branch 08, Cebu City	MTCC Judge	Rosales Edgemelo
Cebu	MCTC Consolacion, Cebu	Judge	Uy-Po Jocelyn
Dumaguete	Regional Trial Court Branch 40, Dumaguete City	RTC Judge	Pagiuo Gerardo Jr.
Dumaguete	Regional Trial Court Branch 30, Dumaguete City	Judge	Tan Rafael Crescencio Jr.
Iligan	Regional Trial Court, Br. 5, Iligan City	Presiding Judge	Badelles Oscar
Las Pinas	Regional Trial Court Branch 202, Las Pinas City	Branch Clerk of Court	Hernandez Joanne
Lingayen	Regional Trial Court, Br. 38, Lingayen, Pangasinan	RTC Judge	Fernandez Teodoro
Makati	Regional Trial Court, Branch 140, 3rd Flr., Gusali n	Branch Clerk of Court	Alibanto Ma. Agnes
Makati	Regional Trial Court, I-Manila, Rm 405 4th Flr, Mak	Judge	Alisuag Tita
Makati	Regional Trial Court 66 Makati	Branch Clerk of Court	De Castro Marjorie
Makati	Regional Trial Court, Branch 63, Makati City	Branch Clerk of Court	Romano Maria Aurora
Manila	Regional Trial Court, Br. 53, Manila. Rm. 519, 5th F	Judge	Alhambra Reynaldo
Manila	OFFICE OF THE CHIEF ATTORNEY, SUPREME	Court Attorney III	Andalis Dina
Manila	Regional Trial Court-Manila, Branch 28, 4/F Manila	Presiding Judge	Antonio-Valenzuela Nina
Manila	Office of Associate Justice Romero J. Callejo, Sr., S	Court Attorney VI	Arias-Sumilong Anna Christina
Manila	Office of Justice Leonardo A. Quisumbing, Suprem	Executive Assistant V	Ballesteros Hazel
Manila	Metropolitan Trial Court of Manila (Branch 3), Old C	Presiding Judge	Bermejo Juan Jr.
Manila	OFFICE OF THE CHIEF ATTORNEY - SUPREME	Court Attorney III	Bilog Gabriel
Manila	Office of Justice Consuelo Ynares-Santiago	Court Attorney VI	Calina Gwyn
Manila	Office of Justice Leonardo A. Quisumbing, Suprem	Court Attorney IV	Concepcion Ma. Maureen
Manila	Office of the Chief Attorney, Supreme Court of the	Court Attorney IV	Evangelista Richard
Manila	Office of Justice Leonardo A. Quisumbing, Suprem	Court Attorney VI	Falguera-Guerrero Maria Christine Isabel

Manila	Office of the Chief Attorney Supreme Court of the P	Court Attorney IV	Halog	Jether
Manila	Office of the Chief Attorney Supreme Court of the P	Court Attorney V	Ignacio	Maria Regina Adoracion Filor
Manila	Office of Justice Ma. Alicia Austria-Marinez, Suprer	Court Attorney VI	Loja	Melissa
Manila	Office of Justice Leonardo A. Quisumbing, Supreme	Court Attorney VI	Mendiola	Maria Felicidad
Manila	Regional Trial Court, Manila, Br. 29	RTC Judge	Mindaro-Grulla	Cielito
Manila	Office of Associate Justice Romero J. Callejo, Sr., S	Court Attorney VI	Ocsing	Emmanuel
Manila	Office of Justice Ma. Alicia Austria-Marinez, Suprer	Court Attorney VI	Ong-Tayag	Maria Luisa
Manila	Office of Associate Justice Romero J. Callejo, Sr., S	Court Attorney V	Palma	Pelagio Jr.
Manila	Office of Justice Antonio T. Carpio, 6/F Supreme C	Court Attorney IV	Que	Mildred Joy
Manila	Office of Justice Consuelo Ynares-Santiago	Court Attorney VI	Rogero	Laurinda
Manila	Regional Trial Court Branch 52 - Manila, Rm. 518,	RTC Judge	Rosales	Antonio
Manila	Office of Justice Gutierrez, Supreme Court	Court Attorney VI	San Gaspar-Gito	Emily
Manila	Office of Justice Leonardo A. Quisumbing, Suprem	Court Attorney VI	Santos	Emmanuel Jesus
Manila	Office of Associate Justice Minita V. Chico-Nazario	Judicial Staff Head	Tolentino	Ma. Lisa
Manila	Office of Justice Leonardo A. Quisumbing, Suprem	Court Attorney V	Villar	Sergio Duke
Manila	Office of Associate Justice Minita V. Chico-Nazario	Court Attorney VI	Vitug	Jessica
Manila	Office of Hon. Justice Romero J. Callejo, Sr., Supre	Court Attorney VI	Wagan	Ricardo Jr.
Manila	Regional Trial Court Br. 36, Old Nawasa Bldg. Aroc	Judge	Young	Emma
Manila	RTC, Br. 28, Manila	Court Attorney	Yu	Jeffrey Charleson
Naga City	Regional Trial Court, Branch 62, Naga City	Presiding Judge	Ayo	Antonio Camillus Jr.
Naga City	MTC, Naga	MTC Judge	Gestopa	Gerardo
Navotas	MTC Br 54 2/F Old Sanggunian Bayan Bldg., M. Na	Presiding Judge	Cruz-Mangrobang	Ma. Celestina
Ozamiz	MTC in Cities, Br. 1, Ozamiz City	Presiding Judge	Angot	Miriam
Pasig	Regional Trial Court Pasig, Branch 158, Judicial Ha	Judge	San Pedro	Maria Rowena
Quezon	Office of the Presiding Justice, SANDIGANBAYAN	Court Attorney V	Dela Peña-Bal	Dinah Lixeta
Quezon	Office of Justice Germaldez, Sandiganbayan	Executive Assistant VI	Fillon	Marites
Quezon	Regional Trial Court Branch 218, 3/F Hall of Justice	Branch Clerk of Court	Glipo	Shiglinde Desiree
Quezon	Regional Trial Court Branch 218, 3/F Hall of Justice	Court Attorney VI	Gregorio	Joel Emerson
Rosario	Municipal Trial Court of Rosario, Rosario, Cavite	Presiding Judge	Quizon	Rita
San Fernando	RTC, Br. 41, Capitol compound, City of San Fernar	Judge	Aquino-Simbulan	Divina Luz
San Fernando	Br. 42 (Commercial Court), City of San Fernando, P	RTC Judge	Fider-Reyes	Maria Amifaitth
Sta. Barbara	13th Municipal Circuit Trial Court, Sta. Barbara-Pav	Presiding Judge	Maniba	Victorino Jr.
Talisay	Municipal Trial Court in Cities (MTCC), Talisay City	Judge	Manayon	Mario
Valencia-Dimiao	11th MCTC Valencia-Dimiao, Bohol	MCTC Judge	Chavez-Marcos	Jennifer
<b>COMPLETED 1 COURSE = 9</b>				
Digos	Regional Trial Court, Branch 18, Digos City,	Presiding Judge	Daray	Marivic
Iloilo	RTC, Br. 22 Iloilo City	Judge	Lim	Guilljie
Kabankalan	RTC, Br. 61, Kabankalan City, Negros Occidental	Judge	Arles	Henry
Manila	Office of Justice Leonardo A. Quisumbing, Suprem	Court Attorney IV	Azarcon	Alberto III
Manila	Office of Justice Ma. Alicia Austria-Marinez, Suprer	Court Attorney VI	Bella	Juvenal
Quezon	Office of the Presiding Justice Court of Tax Appeal	Court Attorney II	Lansang	Caroline
Quezon	Office of the Presiding Justice Court of Tax Appeal	Court Attorney IV	Ramos-Maramba	Ma-an Therese
Virac	Regional Trial Court, Br. 42, Virac Catanduanes	Presiding Judge	Agbada	Genie
			Separa	Victoria
<b>NO SINGLE COURSE COMPLETED = 33</b>				
Bacoor	Br. 89. RTC, Hall of Justice, Bacoor Cavite	RTC Judge	Tanganco	Eduardo
Baguio City	MTC in Cities, Br. 2, Justice Hall, Baguio City	Presiding Judge	Villacorta III	Cleto
Cagayan de Oro	Regional Trial Court Br. 38, Cagayan de Oro City	RTC Judge	Paderanga	Maximo G.
Caloocan	Regional Trial Court Branch 124, Caloocan City	Branch Clerk of Court	Baes	Sheilani
Catbalogan	Regional Trial Court, Branch 29, Catbalogan, Sama	Presiding Judge	Avila	Agerico

Davao City	Regional Trial Court Br. 33, Davao City	RTC Judge	Ibabao	Wenceslao
Makati	Branch 138, Regional Trial Court, Makati City	Clerk of Court V	Geluz	Emily
Makati	Regional Trial Court, Branch 62, 11th Floor New M	Branch Clerk of Court	Ibañez	Emil
Makati	Regional Trial Court, Branch 62, Makati City	Presiding Judge	Alaras	Selma
Manila	Branch 5, Metropolitan Trial Court, Manila	Presiding Judge	Magdoza-Malagar	Marlo
Manila	Office of Chief Justice Artemio V. Panganiban, Supr	Court Attorney VI	Bonoan	Cristina Regina
Manila	Office of Chief Justice Artemio V. Panganiban, Supr	Court Attorney VI	Supapo-Sandigan	Sheryl Fortune
Manila	Office of Honorable Presbitero J. Velasco Jr., Supr	Court Attorney IV	Atanante	Marcelino Michael
Manila	Office of Honorable Presbitero J. Velasco Jr., Supr	Court Attorney VI	Comandante	Catherine Joy
Manila	Office of Honorable Presbitero J. Velasco Jr., Supr	Court Attorney VI	Lopena	Joel Socrates
Manila	Office of Honorable Presbitero J. Velasco Jr., Supr	Court Attorney IV	TomasMacalalag-	Hazel
Manila	Office of Honorable Presbitero J. Velasco Jr., Supr	Judicial Staff Head	Velasco	Lord Allan Jay
Manila	Office of Justice Ma. Alicia Austria-Marinez, Suprer	Court Attorney VI - CT	Justo	Karl Barth
Manila	Office of Justice Ma. Alicia Austria-Marinez, Suprer	Court Attorney VI	Largoza-Cantero	Maria Antonia
Manila	Office of Justice Ma. Alicia Austria-Marinez, Suprer	Court Attorney VI	Uboñgen	Emiliana Belen
Manila	Office of Justice Renato C. Corona, Supreme Cour	Judicial Staff Head	Elarmo	Gorgonio Jr.
Manila	OFFICE OF THE CHIEF ATTORNEY	Court Attorney IV	Alindogan	Linuel
Manila	Office of the Chief Attorney- Supreme Court	Court Attorney III	Ambas	Edeline
Manila	Regional Trial Court, Branch 12, Manila	Presiding Judge	Roxas	Ruben Reynaldo
Pasay	Regional Trial Court, Branch 118, Pasay City	Judge	Corales	Pedro
Pili	Regional Trial Court Br. 32, Pili, Camarines Sur	Judge	Malanyaon	Nilo
Quezon	Branch 101, Regional Trial Court, Quezon City; Rm	Presiding Judge	Castillo-Marigomen	Evangeline
Quezon	MTC Lopez, Quezon	MTC Judge	Navarro	Ma. Chona
Quezon	Office of the Presiding Justice Court of Tax Appeal	Court Attorney II	Castillo	Amalia Dolores
Quezon	Office of the Presiding Justice Court of Tax Appeal	Acting Chief of Office, Legal & Tech	Cinco-Bactat	Theresa
Roxas City	RTC, Br. 16, Hall of Justice Roxas City	Presiding Judge	Villarruz	Delano
Silang	2nd Municipal Circuit Trial Court, Silang Amadeo, S	Presiding Judge	Tesorero	Ma. Victoria
Valenzuela	Metropolitan Trial Court, Br. 81, Valenzuela City	Presiding Judge	Villavert	Cecilyn
<b>ZERO LOG-IN = 12</b>				
Baung	RTC Br. 33, Bauang, La Union	Branch Clerk of Court	Suratos-Yangua	Schelma
Dumangas	MTC, Dumangas, Iloilo	MTC Judge	Ilanga	Evelio
Makati	Regional Trial Court 133 Makati	Branch Clerk of Court	Gaerlan	Gerard
Manila	Office of Chief Justice Artemio V. Panganiban, Supr	Court Attorney VI	Paz-Perez	Anna Nerissa
Manila	Office of Chief Justice Artemio V. Panganiban, Supr	Court Attorney VI	Su	Anna Liza
Manila	Office of Justice Ma. Alicia Austria-Marinez, Suprer	Court Attorney V	Marte-Rediang	Maria Rosario
Marikina	Regional Trial Court, Branch 103, Marikina City	RTC Judge	Gutierrez	Alice
Pasig	Regional Trial Court, Br. 151, Hall of Justice, Pasig	RTC Judge	Diamante	Franchito
Quezon	Regional Trial Court Branch 218, 3F Hall of Justice	Presiding Judge	Laqui	Hilario
Quezon	SANDIGANBAYAN, Commonwealth Ave., Quezon	Court Attorney V	Pulma	Dennis
Taguig	RTC Pasig Stationed in Tagig City, Justice Hall Bld	Judge	Suarez	Leili
Trece Martires	Regional Trial Court, Br. 23, Provincial Capitol Bldg	Executive Judge	Icasiano	Aurelio Jr.

# Philippine WTO eLearning Program



Department of Trade  
and Industry



United States Agency  
for International  
Development



Swiss Agency for  
Development and  
Cooperation



Earth Council  
Geneva



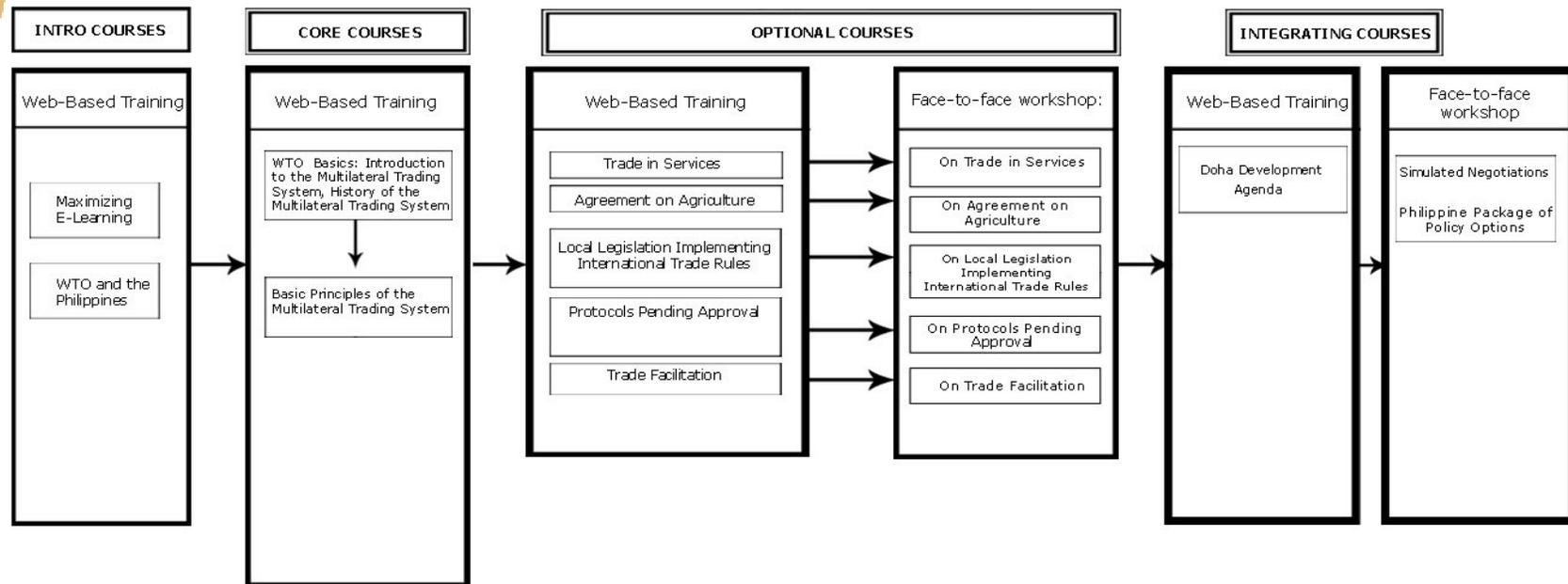
Institute for  
Agriculture and  
Trade Policy

# Program Objectives

- Increase government's capacity to participate in international trade discussions and negotiations
- Empower legislature to craft laws that competitively position local industries globally
- Augment judiciary's understanding of laws that provide remedies to international trade disputes
- Enable government and civil society to achieve a higher level of engagement on international trade policies

# Blended Learning Flowchart

## Philippine Global Trade eLearning Program



# Program Targets

**Enrolment : Target was 400**

**Performance: Target was 90% of  
participants completing the  
courses**

**Workshops : 250 participants in topical  
workshops,  
50 in Integrating Workshop**

# Program Accomplishments 1

**The Program enrolled more than 600 participants**

**Government            501**

**Civil Society           86**

**Academe                156**

# Program Accomplishments 2

## Course Completion:

<b>PGTEP</b>	
<b>• 8 Courses</b>	<b>214</b>
<b>• 7 Courses</b>	<b>9</b>
<b>• 6 Courses</b>	<b>15</b>
<b>• 5 Courses</b>	<b>29</b>
<b>Subtotal</b>	<b>266</b>
<b>PLIT</b>	
	<b>63</b>
<b>Grand Total</b>	<b>330</b>

# Completers by Agency

## Government:

BSP –	1
CDA –	1
DA –	31
DAR	2
DFA –	11
DILG –	1
DOF –	1
DOF-BOC –	6
DOF-BIR –	4
DOJ-OSG	6
DOH–	7
DOLE –	5
DOST-PCCARD –	2
DTI –	32
HoR –	13
LGU –	1
OP –	1
OP/MedCo –	2
PHIVIDEC –	4
PMS –	1
PRC –	2
Supreme Court –	5
SENATE –	7
<b>Subtotal –</b>	<b>143</b>

## Government :

**Subtotal – 143**

## CivSoc:

**Subtotal – 24**

## Schools:

**Subtotal – 47**

# Completers per Course

Course 1	389
Course 2	356
Course 3	293
Course 4	274
Course 5	271
Course 6	229
Course 7	236
Course 8	205
<b>Average completers for all the courses</b>	<b>280</b>

## Program Accomplishment 3

- **Four separate workshops on the Optional Topics (instead of 2-day simultaneous workshops)**
- **With a total of 271 participants**
- **Speakers from the IATP, South Centre, US Court of International Trade, International Trade Commission and local experts**

# Summary of Accomplishments

Description	Target	Accomplishment	Percentage
Participants Enrolment	400	743	185%
Enrolment less Officially Delisted		539	134.8%
Completion Rate (90% of enrollees) <i>Courses 8, 7, 6,5 courses + PLIT</i>	360	330	91.6 %
Completion Rate <i>Courses 1-8 + PLIT</i>	360	261	72.5%
Completion Rate <i>Courses 1-8 only</i>	360	198	55%
Workshop Attendance: Topical Workshops	250	257	102.8%
Workshop Attendance: Integrating Workshop	50	74	148%

# Incremental Learning from the Courses

<b>Course Title</b>	<b>Pre-training</b>	<b>Post-training</b>	<b>Incremental Learning Gain</b>
<b>Course 1</b>	3.15	5.85	2.70
<b>Course 2</b>	3.28	5.95	2.68
<b>Course 3</b>	3.13	5.88	2.75
<b>Course 4</b>	2.85	5.70	2.85
<b>Course 5</b>	2.86	5.72	2.86
<b>Optional Courses</b>			
<b>Agriculture</b>	2.75	5.54	2.79
<b>Services</b>	2.63	5.44	2.81
<b>Trade Facilitation</b>	2.58	5.54	2.96
<b>Trade Legislation</b>	3.03	5.67	2.63
<b>Protocols</b>	2.77	4.53	1.77
<b>Course 8/ Integrating Course</b>	2.63	5.43	2.8
<b>Average</b>	<b>2.87</b>	<b>5.57</b>	<b>2.69</b>

# Course Results 1

**To what extent have your understanding of international trade law and policy improved or increased as a result of the program?**

Scale	1 Changed a little	2	3	4	5	6	7 Changed a lot
Responses N= 174	2	1	9	17	53	67	25

Weighted Average: 5.4

**To what extent were any of your previous knowledge and views further strengthened as a result of the program?**

Scale	1 Contradicted previous notions	2	3	4	5	6	7 Strengthened prior views
Responses N= 164	2	2	14	22	50	54	20

Weighted Average: 5.2

# Course Results 2

## Extent of Usefulness of Knowledge gained

Scale	1 minimum	2	3	4	5	6	7 maximum
Responses N= 166	0	2	3	17	30	62	52

Weighted Average: 5.8

# Course Results 3

**To what extent have your personal objectives in enrolling in the program been achieved?**

Scale	1 minimum	2	3	4	5	6	7 maximum
Responses N= 168	0	2	3	19	31	59	54

**Weighted Average: 5.8**

# Sample Response 1:

- “I previously thought that the membership in the WTO is not good for the country. Now I know that the opposite is true. That whether we like it or not, we cannot opt out of the WTO. I think the benefits outweigh the negative effects. The latter can be mitigated by a carefully planned liberalization process that would safeguard nascent industries.”

## Sample Response 2:

- “ I had this view that developed countries are not as sincere in their commitment to free and fair trade, although international agricultural trade interests, lobbies and even policies are supposed to be always in favour of free trade since that is what the WTO is about, to ensure fair and free trade. But this view has strengthened a lot especially after attending this course. I realized that many agricultural lobbies, and policies being pushed particularly by advanced countries like the United States and European countries are tainted with protectionist measures, and rent seeking tendencies.”

## Sample Response 3:

- “At the start of the course, having been involved in trade policy issues, I thought that this course would just be one of those courses you take then eventually forget, but I was wrong. I learned a lot in this course and had a better understanding and appreciation of my job. This course helped me understand trade policy better thus a better appreciation of my job.”

## Sample Response 4:

- “At the start of the program I have really low level of understanding on international trade being a chemist in a sugar laboratory. However, with the elearning my little knowledge and views were significantly strengthened and I'm now ready to assimilate and apply to my new job assignment entirely different from my previous one. Being a new executive assistant to the Deputy Administrator, this elearning program will greatly help me in my job and the many tasks I will be handling in my work place.”

## Sample Response 5:

- “Our office conducted a seminar-workshop on Law and Economic Development Issues for the Philippine Judiciary and I was asked by my superior to prepare materials for the event. My involvement in the program gave me adequate background knowledge which tremendously helped me in my work.”

## Sample Response 6:

- “Despite the suspension of negotiations under the Doha round, I have been made to craft position papers on bilateral issues dwelling on sensitive products and rules of origin.”

## Sample Response 7:

- “I used the knowledge I learned from the course in preparing a project proposal. The knowledge on SPS and TBT were specifically useful in drafting the rationale for a national program on food safety and quality.”

# Unplanned Activities

- **PLIT**
- **Area meetings**
- **CD version of the Courses**
- **Program Website**
- **Webcast with WTO DG Pascal Lamy**

# Conclusions/Lessons learned

- 1. The Profile of a Successful eLearner**
  - Time Management and Motivation
  - Support in the Workplace
  
- 2. Program Design**
  - Interaction and Milestones
  - Workshops
  
- 3. Program Administration**
  - Recruitment
  - Involvement of Nominating Entities
  
- 4. Content of the Courses and Workshops**

# Next Steps

- **The Training Gap**
- **Stakeholder Consultation Processes**

# Next Steps

- **Components of Future Interventions**
  1. **Literacy Programs to Government and Non-Government Actors**
  2. **Studies on Stakeholder Consultation Processes**
  3. **Capability – Programs Defined under the PAHRDF Scoping Study**
  4. **Establishing a Center to Host the Stakeholder Consultation Process**

Philippine Global Trade eLearning Program

# MATALAS KA NA BA?



Trade is a warfare of knowledge and strategies.

**One who is sharp has the advantage.**

Master the global trading system at your own pace.

Apprentice under world class experts.

Hone your perspective with classmates from around the country.

Gear up for the trade battle.

**Sharpen up for the world.**

Enroll in the Philippine Global Trade eLearning Program now.

For more information visit <http://ph.wtoelearning.com> or contact your HRD unit.

A program of:



DEPARTMENT OF  
TRADE & INDUSTRY  
PHILIPPINES

[www.dti.gov.ph](http://www.dti.gov.ph) / [www.business.gov.ph](http://www.business.gov.ph)

with the support of:



US Agency for  
International  
Development  
[www.usaid.gov](http://www.usaid.gov)



Swiss Agency for  
Development and  
Cooperation  
[www.sdc.ch](http://www.sdc.ch)



Swiss Contact  
Center  
[www.swisscontact.com](http://www.swisscontact.com)



Institution  
for Agriculture  
and Trade  
[www.ptipc.org](http://www.ptipc.org)

# Thank You.



Department of  
Trade and Industry



United States Agency  
for International  
Development



Swiss Agency for  
Development and  
Cooperation



Earth Council  
Geneva



Institute for  
Agriculture and  
Trade Policy