

LGA 30 YEARS FORWARD:



REFINE. EXPAND. MAXIMIZE.

# 2018

Annual Report

## THE LOCAL GOVERNMENT ACADEMY

The Local Government Academy (LGA) is the premier training and development institution for capacity building towards effective and inclusive local governance.

Since its creation in 1988, the LGA has been committed to deliver quality programs to help Local Government Units (LGUs) and the local government sector of the Department of the Interior and Local Government (DILG) improve their services and innovate existing initiatives to meet emerging needs.

After re-evaluating its role in the changing socio-political climate, the LGA repositioned itself to become a knowledge manager, shifting to a strategy where it maximizes available resources rather than directly deploying its initiatives.

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## OUR MANDATE

“There shall be established in the Department of Local Government a Local Government Academy which shall be responsible for human resource development and training of local government officials and the department personnel.”

Section 14, Executive Order 262  
August 1988

“The Local Government Academy shall be responsible for human resource development training of local government officials and personnel for the Department proper and the local government bureaus including regional field offices.”

Section 13, IRR  
DILG Act of 1990 (RA 6975)

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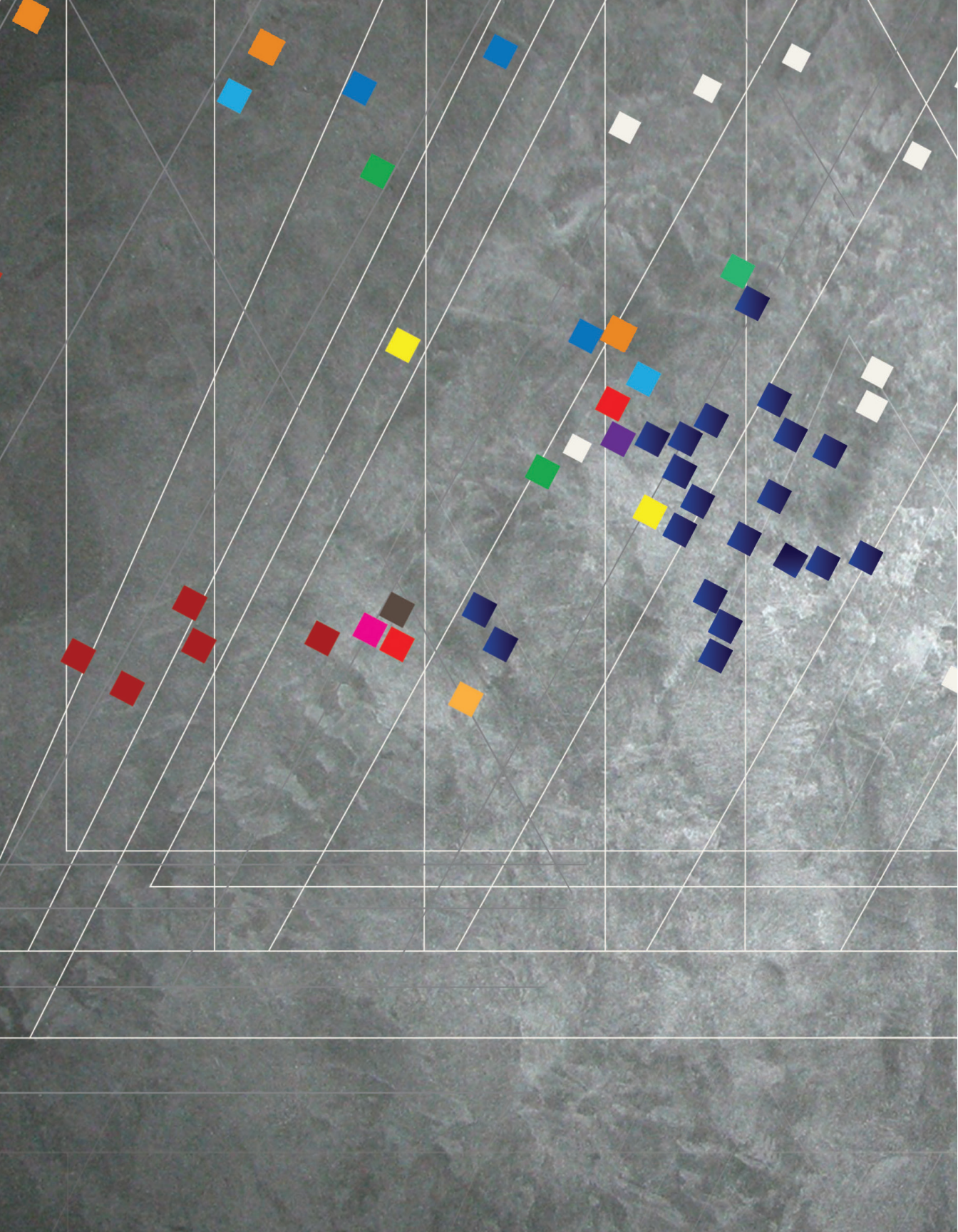
## VISION

The LGA is the premier institution that sets the standard for local governance capacity development by the year 2030.



# 2018

Annual Report



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## EXECUTIVE DIRECTOR'S MESSAGE

Throughout 2018, the Local Government Academy (LGA) experienced major changes which have allowed the organization to reevaluate its strategies and adapt to its new systems. The change in the leadership with me taking over the helm posed greater challenges to an institution which I have served since after my LGOO training days up to the time I was given bigger responsibilities as division chief and eventually as Assistant Director.

I have been witness to the many years of LGA known as a learning institution that influences mindsets and behavior of local government officials and the department personnel by providing quality products and services. I cannot be more than ready to lead the institution with the competent and dedicated manpower to help me through the new challenges we will be facing.

Another change that the LGA had to go through, that of being ISO 9001:2015 certified has helped us reassess our service delivery to clients. With the ISO certification, internal processes were standardized making service delivery more effective and efficient. Our core processes of capacity development design and implementation, policy development and conduct of research studies are not perfect and are still wanting of improvement.

We will continue to find ways of aligning our quality management systems with the organization's mandate, thrusts, strategies and the requirements of local governments.

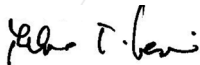


In 2018, the LGA highlighted that working with a group of partners has maximized its time and resources and has created an environment conducive to consistent innovation. The experience proved that synergy in capacity development results to better local governance.

Given the transformations within the LGA and anticipating the challenges that have yet to come, the LGA management and staff will carry on in making great leaps in our program offerings. We will go beyond measuring the outputs of our programs to ensuring results are achieved and contribute to the national development goal.

We wish to thank all our partners for the continued trust and confidence in the capacity of the LGA to improve local governance in the country. Your constant support in all our undertaking continues to motivate and inspire us to do better every year.

Looking forward to greater years ahead!



**THELMA T. VECINA, CESO IV**  
Officer-In-Charge





## TURNING GRIT INTO PEARLS: LGA and Three Decades of Nurturing Excellence

Lustrous and iridescent, pearls are gems that bear within it a history of growth. Etched in its thin layers are traces of resilience, perseverance, and hope --such that even a simple life form can create beauty out of adversity. Essentially then, a pearl is as valuable as the life that gave it shape, luster, and beauty -- like the inextricable reverence given to the artist and his/her magnum opus. This 2018, the Local Government Academy (LGA) celebrates its Pearl Anniversary with the theme 30 Years Forward. It's only befitting then to start with the story of how LGA has grown over the years, fulfilling the capacity development needs of LGUs and the reorganized DILG.





## HOW PEARLS ARE MADE: A Brief Retrospect of Internal Capacity Building

What followed the People Power Revolution in 1986 was a complex process of rebuilding democracy in the Philippines. It was through the principle of subsidiarity and devolution that democratization was broadened and deepened across levels of governance, best exemplified by the enactment of the Local Government Code of 1991. This articulated a drastic shift to how local governments are conceptualized and envisioned -- from objects of national control to “self-reliant communities and effective partners in attaining national goals”.

Translating that vision to reality provided the impetus for Local Government Academy (LGA) to be established. From the outset, its mandate was to be the training arm for the development of the local governments within the ambit of LGC of 1991. No less than the President handpicked the first LGA head in 1988, Junio M. Ragragio, and mandated LGA to move posthaste in delivering training programs to the fledgling local governments at that time. It was to serve as the national training institution that would coordinate, synchronize and ensure the delivery of training programs to local governments.

Essentially then, the evolution of LGA draws significantly from the history of Philippine decentralization. Over 30 years, LGA has committed to building the capacity of local governments. Yet, within the period, LGA in itself has also transformed and adapted to the changing needs of time.

## Corazon Aquino

Junio M. Ragragio

## Fidel V. Ramos

Juan B. Volfango, Jr./ Dr. Alex B. Brillantes, Jr.  
/ Myrna C. Razon

## Joseph Estrada

Dr. Elena M. Panganiban

Junio M. Ragragio, prior to LGA, was the executive director of Presidential Commission on Government Reorganization (PCGR) and thus had key influence on the shifts of Ministry of Local Government (MLG) to the Department of Interior and Local Government (DILG). Additionally, his wife, Conchita, designed the LGA logo.

LOGOTRI, the Network of Local Government Training and Research Institutes in Asia and the Pacific was formally established in March 1999 at Asian Institute of Technology, Thailand. In 2003, the network was replicated in the Philippines and thus, LOGOTRI PhilNet was established.

Dr. Elena M. Panganiban is the first president of LOGOTRI Asia and Pacific, and led the first bureau meeting in Kathmandu, Nepal.

LGA secured and enhanced its website, upgraded its intranet, and explored e-learning for blended approach.

LGA, by its very nature as a capacity-building institution, is unequivocal in its commitment to the professional and personal growth of its personnel. This is why over the years, LGA staff has been sent to all continents of the world but Africa and Antarctica, attending conferences, fora, workshops, short courses, and graduate programs on various topics that concern local governance and public management.

**Gloria Arroyo**

ASec Austere A. Panadero / Marivel C. Sacendoncillo

**Bengino Aquino III**

Marivel C. Sacendoncillo

**Rodrigo Duterte**Marivel C. Sacendoncillo/  
Thelma T. Vecina

Marivel C. Sacendoncillo served as the Executive Director of LGA for 16 years, and served 11 DILG Secretaries and 3 Presidents.

The Institutional Partnerships Unit (IPU) was established.

In 2009, LGA and World Bank started a joint project on "Strengthening the Capacity of LGA to Coordinate and Oversee Local Government Training and Capacity Building" aimed to develop a new business model and strengthen LGA's knowledge management system. In 2013, the business plan was implemented alongside the LGA's rationalization which bifurcated Education and Training Division (ETD) into Human Resource Development Division (HRDD) and Local Governance Training and Development Division (LGTDD). Additional positions for ICT was added in Research and Policy Development Division (RPDD) as well. It was during 2015 that LGA progressed to its new role in local governance capacity building as knowledge manager.

The DILG shifted its role from supervisor to facilitator of development. Its people now wear three hats -- that of information broker, a trainer, and a technical adviser to local governments.

LGA's monitoring and evaluation (M&E) stretches as early as its conception, though it was in 2010 that the Academy strengthened further its M&E system by partnering with Australia AID through the Philippines Australia Human Resource Development Facility (PAHRDF) in developing LGA's Results-based Monitoring and Evaluation System.

At the heels of LGA's shift in business model, the Online Capdev Market System (OCDMS) was introduced in 2013. It's a one-stop-shop website that matches the needs of the LGUs with the available program interventions offered by Local Resource Institutes (LRIs) and CapDev service providers.

However, ensuring quality standards within LGA is a longstanding tradition. Earlier attempts to set quality standards and document key processes was codified in the Excellence Kit.

LGA's journey on quality management standards (QMS) started in 2014. On January 19, 2017, LGA was officially registered under ISO 9001:2008. Right after, LGA began its transition to ISO 9001: 2015 at the start of 2018 and was re-certified on June 25, 2018.

2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

LGGRRC was officially launched and there were seven (7) regions with LGRRCs already by the end of 2006. In 2009, LGA partnered with the European Union (EU) for the "Strengthening LGRRCs as Harmonizing Mechanism for Effective Local Governance in the Philippines", which supported the establishment of LGRRCs in ten (10) more regions and one (1) national LGRC located in LGA.

LGRRCs history can actually be traced to the "LGA Coordinators" of the late 1990s lodged at the regional and provincial level. Now, LGRRCs are guided by a common Local Governance Knowledge Management Framework.

LEADERSHIP  
STRUCTURE  
MANAGEMENT SYSTEMS

KNOWLEDGE & LEARNING  
L&D



## 2018: A Year of Polishing and Refining

For 2018, staying true to its history of adaptability and innovation, LGA opted to ensure that this milestone year is celebrated through a year-long series of coordinated efforts – a combination of pursuit towards institutional “evolution” (maturity) and personal wellness and development of its staff.

LGA has encountered several changes this year, most significant of which is that of the change in its leadership. But despite the uncertainties that any kind of change brings, it continued to take the track that was planned and built upon its future directions for the years to come.

Having been certified with ISO 9001:2008 in 2017, LGA began the year with preparation for its transition towards a risk-based quality management system (ISO 9001:2015). With this building up the momentum, most of the 1st and 2nd quarter was devoted to the review of the documented processes and the documentation of other processes previously not enrolled in ISO 9001:2008 - risks for each process were identified and risk control plans to mitigate were crafted. All efforts that eventually bore fruit as LGA was recommended for ISO 9001:2015 certification in June 25.



With the movements of personnel, also came the designation of the new quality management representative (QMR) as OIC-Assistant Director Daphne Purnell lead the reconstitution of the quality management system (QMS) workgroups and the establishment of the QMS Secretariat to perform functions like records/file management, assisting the Management in its reviews, and assisting the Internal Quality Audit (IQA) team in its audit as well as the monitoring of the corrective action reports. These are all moves to ensure that the QMS is sustained with the support of appropriate structures.

Practicing what we preach is also a hallmark of this milestone year as advocates of disaster preparedness, knowledge management and good governance. Early this year, LGA issued its policy on the institutionalization of DRRM-CCA in LGA Operations, Plans, Budget and Programs that resulted in a number of initiatives towards becoming L!STONG LGA.

In the same way, with LGA embracing its new roles in advocating and institutionalizing knowledge management (KM) in the department, it continued with its Knowledge Cafés and informal brown bag sessions and also conducted its own KM Audit, to take stock of where LGA is now in terms of its KM maturity. This is in line with the new business model it is working with since 2012 that also served as input to its 2019-2023 Strategic Plan.

Also, along this line is the Strategic Planning process itself as a democratic and participatory exercise wherein the Executive Committee, under the leadership of the newly appointed Officer-in-Charge Thelma Vecina, after their own deliberations, sought feedback from all personnel in co-creating the strategic direction that LGA would take in the next five years.

Opportunities for expansion also came this year as the possibility of establishing an LGA Training Center in Mindanao is explored. Through the formation of a task force, ocular inspections on the proposed site were completed and a feasibility study is being conducted.

With the developments in the institutional level, LGA continued to provide opportunities for learning and personal growth to its people sending a total of 48 personnel to over 35 trainings in different areas from office management to leadership development. LGA also took part in several capacity development programs and conferences abroad.



\* 14th Meeting of the Regional Consultative Committee on Disaster Management (Nepal) | Dec 3-5



\* *Knowledge Co-Creation Program (Group and Region Focus) on Disaster Reconstruction Assistance (Japan)*  
| Oct 14- Nov 7



\* *2018 Asian Ministerial Conference on Disaster Risk Reduction (Mongolia)*



\* *Singapore-Chile Joint Training Programme: Transparency and Good Governance in Public Policy (Singapore)*  
| Oct 8-12



\* *Masteral Degree Program on Politics and Public Policy (Australia)*

\* *2nd Asia Pacific Regional Dialogue Platform on Forecast-based Financing (Malaysia)*  
\* *45th Ship for Southeast Asian and Japanese Youth Program (Japan)* | Oct 23-27

Despite all these undertakings to strengthen its internal capacities, not to mention the activities for its “actual” deliverables, LGA was able to ensure staff engagement and build teamwork among its personnel through a series of celebrations marking its pearl anniversary year.

As part of its tradition for its anniversary month of August, LGA commenced with the festivities through an Anniversary Fun Run followed by a thanksgiving mass on its anniversary day, and other fun-filled activities in the succeeding months: Sportsfest, Team-building and the LGA Christmas party.









## WORKING TOWARDS ACHIEVING THE NATIONAL GOAL: LGA Program Results and Contribution

### Innovations for Stronger Communities

In 2018, the LGA worked with a renewed commitment to continue the gains and refine strategies for capacity development. Armed with the quality management system of delivering capacity development products and services, the LGA implemented continuing programs aligned with the target outcome area of the DILG. It has contributed to the attainment of the following outcomes:

1. Business Friendly and Competitive LGUs
2. Environment Protective, Climate Change Adaptive and Disaster Resilient LGUs
3. Socially Protective and Safe LGUs
4. Accountable, Transparent, Participative and Effective Local Governance



The Regulatory Simplification and Local Economic Development for LGUs program have delivered on LGA's commitment of capacitating LGUs in building up its local economy so that they can generate income for sustaining the delivery of services to their constituents. Trainings on Developing Sustainable Local Economic Development Strategy; Resource Generation and Financial Management Analysis; Formulation of the Local Revenue Code; and Enhancing Local Governance, Accountability and Reform through Public-Private Partnerships are just a few of the initiatives that are constantly being offered to LGUs towards developing vibrant and sustainable communities.

Operation LISTO was taken a notch higher to include resilience as an essential element of disaster preparedness and climate change adaptation. The LGA continued developing and updating resource materials in dealing with disasters that LGUs can refer to for additional knowledge and skills. Continuing training on LCCAP formulation, Advanced Geographic Information System (GIS), Post Disaster Rehabilitation and Recovery Management (PDRRM), Building Resilient Local Economy in a Changing Climate, and Community Simulation Drill for Tsunami were also offered in creating a culture of preparedness and resiliency.

The Sustainable Development Goals – Family-based Actions for Children and their Environs (SDG-FACEs), another staple program of the LGA provided LGUs with the resources, skills, knowledge, and networks in attaining the UN development and poverty reduction targets.

The Newly-Elected Officials (NEO) program, a long-running initiative of the LGA was made more exciting and attractive to local officials with the MOLD or Mentoring for Optimal Leadership and Development component of the program where a local official get the opportunity to learn from and consult with the mentors who are formerly local officials themselves. LGUs were also provided with modules on Enhanced LGU Capacity on Planning and Implementation of Local Development Projects.

In support of the anti-corruption program of the department, the LGA mobilized 1,813 DILG field officers nationwide for the “Ugnay at Talakayan: Bantay Kaagapay sa Patuloy na Pagunlad Program.



## Building a Stronger and Empowered Workforce in the DILG

Building upon the framework of capacity development, the department thrives throughout the years by way of an empowered human resource. Through the programs of the LGA, the premier training and development institution setting the standards for capacity building towards innovative and effective local governance, DILG has been able to prime a competent and reliable pool of workers.

The LGA continues to provide cutting-edge and tailor-fitted learning and development programs for the DILG personnel. In 2018 alone, the LGA cascaded trainings on areas of *“Managing Projects Effectively”*, *“Making Communications Work”*, *“Unlocking Greatness in the DILG Workforce”*, and *“Leadership”* that encompassed different cohorts of DILG personnel.

Apart from the previously mentioned activities, the LGA is also responsible for harmonizing actions of the regions through the conduct of the “LGRRRC Quarterly Conference” and for providing required trainings for Local Government Operations Officers (LGOOs) to be promoted. All of these efforts seek to hone technical and soft skills, improve work ethics and attitude, and build relationships. In essence, its purpose is to enhance their level of competencies—*core, leadership, and functional*—so as to ensure overall quality of performance in the workforce. One that is able to deliver top-notch outputs that respond to the needs of DILG clients primarily the local government units (LGUs).

Additionally, this also serves as a continuing education program to prepare each individual as they take bigger responsibilities and roles as future leaders. After all the activities were implemented, as the year approaches its end, the DILG and LGA lead the way to harvest the crops yielded as due recognitions are conferred to its outstanding personnel through the *“CapDev ACE Awards Program.”* Their stories of passion and commitment, shown in the kind of work they do, introducing innovations, improving processes and systems, leading groups of people, among others, transmits a very powerful inspiration and statement; the department has successfully fulfilled its mission to strengthen the internal capacity of the organization.



An old wise man once said, “*You cannot give what you do not have*”, perhaps, a philosophy that the department has lived by. How can the department capacitate LGUs—its main clients—if it does not have the right capacity to do so as an organization? Likewise, if its people—the most valuable resource—are not armed with fitting level of competencies? Such questions are being addressed over and over by the LGA. It can be expected that together they will continue to fulfill the mandate to incorporate innovations and cascade high-quality learning and development programs that ultimately build a stronger and powerful DILG.



## Expanding partnerships to enhance program design and development

In recognition of the important role of other local governance institutions, the LGA partnered with the Save the Children Philippines in developing the Quality Assurance System (QAS), a user-friendly monitoring and evaluation mechanism that ensures the quality of Barangay Disaster Risk Reduction and Management Plans (BDRRMPs). It also includes the Quality Assessment Tool (QAT), Operation LISTO: Simplified Barangay Disaster Risk Reduction and Management Plan (BDRRMP) Template, and Quality Assurance Portal that local governments can use in assessing the quality of their local DRRM plan using the nine (9) elements of a community-based DRRM plan as stipulated in RA 10121, or the Philippine DRRM Act of 2010.

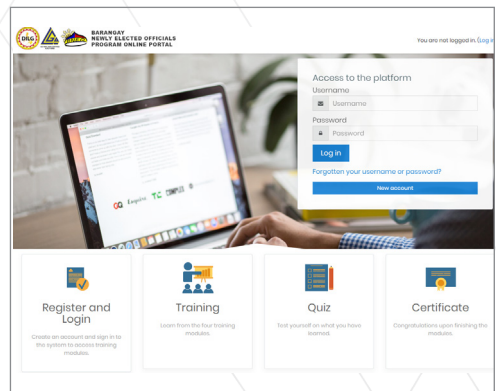
Responding to the demand for mandatory training as a result of the Sangguniang Kabataan (SK) elections in 2018, the LGA worked with the National Youth Commission in the development of the training modules for the the SK Mandatory Training. The network of local resource institutions were then tapped in the nationwide implementation of the modules working side by side with the DILG regional offices.



## Maximizing resources towards efficiency and effectiveness in program implementation



The LGA, despite being a relatively small organization continued maximizing available resources in ensuring that quality programs are delivered to its clients. It has developed systems that allows the organization to reach as many local governments and officials as possible with its capacity development training and interventions. The NEO and Barangay NEO programs maximized the use of information technology through the online learning platform allowing the local officials to learn at their own pace and time.



The Regulatory Simplification for LGUs program, on the other hand trained coaches from the DILG regional and provincial offices who in turn provided the technical assistance needed by the LGUs in simplifying their regulatory processes in applying for business permits. The implementation of the Training on the Formulation of the Local Climate Change Action Plan (LCCAP) also



## MANAGING KNOWLEDGE FOR LOCAL GOVERNANCE CAPACITY DEVELOPMENT

The LGA recognizes the importance of managing local governance knowledge in ensuring that learning and innovation permeates in the organization. This also ensures that knowledge is continuously created, properly stored and managed and easily shared and accessed by all local governance stakeholders.



## Knowledge Exchange Forum on Harnessing Community Involvement through Tourism Promotion and Development

In January 2018, the LGA conducted the Knowledge Exchange Forum on Harnessing Community Involvement through Tourism Promotion and Development. A total of 152 local governance stakeholders participated in the forum that featured success stories of LGUs from the Philippines and Japan on tourism development.

Part of the 2-day activity is a tour to the emerging tourism sites of Samar as a case of how LGUs maximize the tourism potential of the locality in generating income for the LGU and its constituents.



## Resilience Marketplace for Innovation Forum



The Resilience Marketplace for Innovation Forum held last August 23, 2018 at the SMX Convention Center, Pasay City was attended by 1,238 stakeholders from the national government agencies, LGUs, civil society organizations (CSOs), private sector, academe, and development partners. The forum facilitated knowledge exchange and provided an avenue to showcase knowledge products and innovative practices on resiliency. The forum also established a common understanding of resiliency amongst stakeholders in the context of DRR-CCA. Various initiatives of different sectors and stakeholders were showcased during the event. Lastly, the forum reinforced the commitment of various stakeholders in building resiliency.

The forum had plenary discussions on 1) Understanding Resiliency, 2) Coherence and Resiliency, 3) Investments in Resiliency, and 4) Existing Policies and Proposed Bills on Resiliency which was discussed by experts on DRRM and CCA. In addition, a launching ceremony was held during the forum to formally introduce various



DRR-CCA and resilience tools developed through the collaborative efforts of the LGA and its partners. These tools were then turned over to Ms. Mami Mizutori, the Special Representative of the United Nations Secretary General for Disaster Risk Reduction, the Union of Local Authorities of the Philippines (ULAP), and the Association of Local Disaster Risk Reduction and Management Officers (ALDRRMO), Inc.



## One Nation, One Government: Transition to Federalism Advocacy Campaign

The LGA continued the advocacy to increase the awareness of the Filipinos on federalism. As the roadmap for 2018 focuses on information dissemination, LGA conducted a series of federalism communication planning workshop in coming up with the key messages of the campaign. Through the communication strategy that was developed, the campaign was able to reach the local people from the different regions by localizing the concept of federalism.

In July, the ConCom submitted its Bayanihan Federalism Constitution. With the draft, the LGA developed the module for the campaign of federalism advocates in the regional and local levels. The module was used during the Federalism Speakers' Bureau National Training held last August which trained a total of 105 speakers all over the country. These speakers, in turn, trained 100 federalism speakers from different sectors for each region.

Moreover, LGA commissioned two research studies with the Local Government Development Foundation (LOGODEF) on The Regional and Local Governments in the Semi-Presidential Federal Philippine Government and Managing the Cost of Multi-Level Governance.

Both studies aim to show the political and financial implications of the shift to federalism. Results of the studies were presented in a forum for DILG and LGUs on December 3-4, 2018.



## Conduct of Research Studies

To evaluate the performance of each LGRRC, the annual LGRC Assessment was conducted along with the Knowledge Management Audit. Two LGA Assessors went to each DILG regional offices to conduct the assessment. The results of the LGRC Assessment serve as basis of one of the awards category in the Capacity Development Awards for Catalysts of Excellence (CapDev ACE).

Initiatives have been started to find out the different methodologies in program development in the Philippines and their application in local governance. The Design Thinking process, as a program design methodology was introduced to LGA and in Brgy. Kaligayahan in Quezon City to test its applicability in the LGU setting.

Moreover, the LGA initiated research studies in evaluating the Newly-Elected Officials (NEO) program implemented in 2016 and other ongoing research studies that include: 1) Assessment of the Implementation of 2017 Assistance to Disadvantaged Municipalities (ADM) LGU Sub-Projects; 2) LGA's Role in a Federal Government; 3) Local Government Innovations on Peace and Security; and 4) Evaluation of Effectiveness of LGA CapDev Interventions for LGRRCs as Implementation Mechanism for the AM Program.



## Keeping People Informed on Local Governance Capacity Building

The LGA is committed in keeping the public informed of its programs as part of its communication strategy. With knowledge management as an overarching framework, information and knowledge sharing has been mainstreamed in the organization facilitating the push and pull of knowledge.

Setting up of exhibit is one of the effective strategies employed in communicating its programs and services to clients. For 2018, the LGA participated in the KABISIG Philippine Government Expo in Trinoma, Quezon City while an exhibit of agencies with resilience programs was the highlight of the Resilience Marketplace for Innovation Forum.





The Local Government Academy (LGA) and the Department of the Interior and Local Government (DILG) together with esteemed guests from partner institutions gathered at *The Manila Hotel* last December 13, 2018 for the “3rd CapDev ACE Gabi ng Parangal”. The night was a celebration of another year of meaningful development work -- one that highlights excellence, innovativeness, and productivity in the Department.

More than a celebration of collective reaffirmation to good governance and capacity development, drawing from the inspiring message of LGA Executive Director Thelma T. Vecina, the event is as much as an “invitation to reimagine a more just and prosperous society especially for Filipino farmers, fisher folks, persons with special needs, indigenous peoples, and other vulnerable sectors.”



## 3<sup>RD</sup> CAPDEV ACE GABI NG PARANGAL: A Celebration of and An Invitation for Outstanding Public Service



The special night was graced by the presence of the Secretary of the Interior and Local Government, Eduardo M. Año, several Undersecretaries and Assistant Secretaries, and Regional and Bureau Directors of the department. Among other attendees were the nominees, validators from several partner Learning Resource Institutes (LRIs), the Awards Committee, and the people from LGA who worked hard for the Awards Program.



In 2018, the third year of the Awards Program, LGA has taken a more holistic approach in determining the winners. Through the help of its partner LRIs across the country, the process involved documents review and short-listing, onsite validation, validators' presentation, and awards committee calibration. In addition, a special award has been introduced in this year's edition, the "Bagwis ng Paglilingkod sa Bayan", which is conferred on officials of the DILG who have distinguished themselves by upholding the mandate and core values of the department that dedicates itself in the service of the Filipino nation.



The Capacity Development Awards for Catalysts of Excellence, (CapDev ACE) is an Awards Program that recognizes outstanding performance of DILG officials, employees, and LGRRRC units in delivering capacity development programs, projects, and activities that have created a resounding impact on the lives of fellow employees, the organization, or the community as a whole.

The selection of the winners had been a long and tedious work for the Awards Committee; the competition was too close that they had to investigate even the slightest details in the documents. It is a stark proof that the program holds a high regard on integrity; only the most deserving were chosen, arguably the best in the department and perhaps, even in the whole bureaucracy.

In the previous years, these awards have brought significant meaning in the life of the winners especially in their careers. A case in point, MIMAROPA Regional Director Florida Dijan said *“The CapDev ACE 2016 Tatag ng Agila, came providentially, when I needed a boost in my career, when I needed the assurance that what I've been doing are legit and proper, that the innovations I introduced are nothing but responsive and necessary, and that the corrective measures I've employed are anchored on the policies of the Department and the Civil Service Commission. The award has been a constant reminder to sustain what I believe in, “that genuine public service should be one's daily prayer.”*

As another year unfolds, the LGA together with DILG hopes that this awards program continues to fulfill its core objective. That beyond the trophies, medals, and incentives, the program has brought forth the models worth emulating—the *“mahusay, matino, and maasahan na kawani ng kagawaran.”* They have left a lasting impression that no matter how little one think of the work they do, chances are it might have created a positive impact to others.

May it inspire the persons of the department, regardless of job position, to continue their outstanding service to the public and with greater sense of passion and commitment; Because the reality is, there is still much work to do and countless people awaits help. Nothing could emphasize this as much as this message of ED Thelma Vecina, *“Tomorrow, we continue our journey in development. Tomorrow, we continue improving the lives of those we govern or care for, especially the last, the lost, and the least.”*

## 2018 CapDev ACE Winners



### Dangal ng Kagawaran

#### Randy S. De la Rosa, LGOO VII

With combined scores from the committee and online votes, Mr. Randy S. De la Rosa emerged as the “Dangal ng Kagawaran”. His countless citations such as Hall of Fame Top Performer in the Province of Ilocos Sur in 2009, 2nd Place Best Performing Field Officer in Region I in 2007, and a nominee for Most Outstanding Field Officer in the Region for 2018, among others speak volume of his work ethics as an LGOO. Now as a Cluster Leader in Pangasinan, he ensures the further improvement of DILG services by initiating a “nurturing approach” and introducing the “Field Officers Guide.” Efforts as such were instrumental in building up Pangasinan as one of the best performing provinces.



### Singsing ng Tanikala

*Eufrazio “Bobb” N. Forones, Jr., LGOO VI*

Although a native of Palawan, “Bobb” has spent six years of his DILG career in another island, in the municipality of Naujan, Oriental Mindoro. Regardless, this has not in any way temper the fire in his belly—the burning passion of being a catalyst of change. He is widely known in Naujan as a silent but very skillful, innovative, and reliable worker among his colleagues both in DILG and the local government. In July 2018, this has led the local government of Naujan to pass a resolution making him their adopted son. And to end what has been a great year for Bobb, he receives yet another valuable recognition, the *“Singsing ng Tanikala.”*



### Bugkos ng Bayan

DILG Quirino embodies the essence of teamwork, the very reason behind seizing the *“Bugkos ng Bayan Award*. Staying true to the DILG Region 2’s #R2GETHER (Region 2 Guarantees Every Task is Harmoniously done with Excellent Result), DILG Quirino has devised a strategy to enhance local governance and development through the formulation of the policy envisioned to reduce, if not totally eliminate, program operation and implementation-related problems along capacity development, captured by STICKS (Strengthening, Information, Communication and Knowledge Sharing).





## Tatag ng Agila

Director Maria Lourdes L. Agustin, CESO III

Under the leadership of RD Agustin, DILG-NCR has successfully dealt with the stream of obstacles and opportunities to bring DILG programs and services into a higher level. All of it were made possible by harnessing individual knowledge, skills, and passion into one collaborative effort. She paved the way to the creation of institutional spaces and platforms for innovation, creativity and excellence in capacity development through strong partnerships and linkages, both local and international. With a one-of-a-kind brand of leadership, RD Agustin rises above as the “*Tatag ng Agila*” of the department.

## Ugnay ng Mamamayan

LGRRC Region I has been able to establish itself as the primary center for knowledge and information on local governance in the region. The resource center is fully operational: organizational structure, facilities, multi-stakeholder advisory council (MSAC), and mechanisms that allow sharing, brokering, and exchanging of information such as newsletters, social media, website, and official Google Drive among others. Most importantly, with strong support and initiatives, the entire DILG Region I has championed knowledge management that has created a ripple effect among its partner institutions and line agencies. With a staunchly weaved web of networks, indeed, LGRRC Region I is this year’s “*Ugnay ng Mamamayan*.”





“

This recognition brings a whirlwind of emotions. It came in the year and the day that DILG-NCR is celebrating its 30th year and I am going to my 30th year of service next year. It also came at a time when my confidence is faltering but now it gives me the boost and we want to pledge our renewed commitment to service with this award...

”

*Director Maria Lourdes L. Agustin, CESO III*



## Bagwis ng Paglilingkod sa Bayan

*Former Undersecretary of Local Government Austere A. Panadero*

In the last eleven years of his government service, Usec. Panadero is highly regarded as “the USLG.” He is adored by many people, not exclusive to DILG, for his unparalleled brilliance, kindness, leadership, and relentless passion for public service. His time in the department had brought cutting-edge programs on good local governance: participatory, transparent, and effective as well as programs focused on empowering local government units through various initiatives on capacity-building and partnerships. A recipient of the prestigious Government Service Award conferred by the Ateneo de Manila University in 2016, Usec. Panadero adds another trophy to display in his office, the “*Bagwis ng Paglilingkod sa Bayan*.”



*Assistant Secretary Marivel C. Sacendoncillo, CESO III*

Asec. Sacendoncillo has been in the DILG for many decades, spending most years with the LGA. As the Executive Director, she has initiated transformation of the institution’s training structures as well as capacity development interventions. She also had a critical role in expanding the LGA’s wide array of networks, both local and international agencies. Her stellar achievements and unprecedented feats have bestowed upon her the epithet, “the marvelous Marivel”, and also earned her the title “*Bagwis ng Paglilingkod sa Bayan*.”





## PERSPECTIVE 2019

### **Forward-looking: Setting the Standards for Local Government Capacity Building**

With LGA's new vision of becoming the premier institution setting the standards for local governance capacity development, we will seek to improve our systems, expand our network, and further develop our people. With the new vision comes a new strategic plan that is expected to further influence Philippine local governance and create more meaningful change in communities across the country.

The priorities identified in the strategic plan includes:

- Establishing alternative mechanisms for the delivery of capacity development programs
- Advocating policies for local governance capacity development
- Developing national standards for local governance capacity development
- Designing and implementing continuous improvement initiative or programs
- Enhancing research and development on local governance
- Strengthening LGA knowledge management
- Strengthening LGA partnerships
- Developing the LGA brand
- Strengthening the DILG LG-Sector's organizational capacity
- Improving the LGA's financial management system

In 2019, we will maximize the opportunity and benefits of working with partners through continued and sustained strategic partnerships not only in implementing our programs, but also in developing other potential business process. With LGA as the Local Governance National Resource Center (LGNRC), part of our initiative is the consistent and focused investment on strengthening the Local Governance Regional Resource Centers (LGRRCs). Also, LGA will make its presence out in the ASEAN landscape as it will conduct the Baseline Study on Governance Systems among ASEAN Plus 3 (APT) Countries.

We will also seek every opportunity to evaluate performance against our planned strategies, review lessons learned to identify areas for further improvement and make data and information available for planning and future implementation. This will ensure that data are translated to substantial improvements in all our initiatives.

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***“When Asec. Marivel Sacendoncillo was still the Director of LGA, we wanted to design a program for the LGA family wherein they can learn local governance in their area. This will enable us as individuals and as an organization to be grounded, to get hold of the real scenario at the local level. We will be able to meet and talk to the people our programs are intended to.”***

---

With human resources at the heart of any organization, it is crucial to empower, motivate, and encourage our human resource. The LGA will continue strengthening individual specialization, with focus on their interest or field that is closest to their hearts. This way, they will be able to immerse themselves into the real situation on the ground and would ultimately lead to more responsive programs for our clients.

2019 will also be the start for LGA to plan the establishment of our training facilities in Luzon, Visayas, and Mindanao.



## ANNEXES



# LIST OF PROGRAMS AND ACCOMPLISHMENTS

## A. BUSINESS FRIENDLY AND COMPETITIVE LGUS

### Regulatory Simplification for LGUs

The Regulatory Simplification for Local Government (RS4LG) is a continuing work of the Local Government Academy in collaboration with the Department of the Interior and Local Government (DILG) Regional Offices which offers training and coaching assistance to LGUs in simplifying regulatory processes. The regulatory simplification process is also used in assisting LGUs to streamline their Business Permitting and Licensing System (BPLS).

PPAs	Accomplishment	
	DILG	LGUs
Training on Regulatory Simplification	43 coaches	32 LGUs, 304 participants
FGD on e-readiness of LGUs		7 LGUs, 23 LGU participants
Orientation-workshop on RS4LG	142 participants	37 participants
Refresher Training on RS4LG	76 Municipal/City LGOOs	



## Local Economic Development for LGUs (LED4LGUs)

Local Economic Development for LGUs (LED4LGUs) is designed to promote and complement the engagement of LGUs with national government agencies, private sector, civil society organizations and other development partners to bolster the enabling environment for business development, retention, and expansion as means to promote equitable and balanced economic growth in the local level. The LED4LGUs highlighted the enabling role of LGU in promoting economic growth and employment generation. It also offers a functional framework on LED that can guide design and implementation of LED capacity building programs for LGUs.

PPAs	Accomplishment	
	DILG	LGUs
Training on Developing Sustainable Local Economic Development Strategy	43 coaches	18 LGUs, 79 participants
Training on Resource Generation and Financial Management Analysis		33 LGUs, 148 participants
Training on the Formulation of Local Revenue Code		20 LGUs, 213 participants
Training on Enhancing Local Governance, Accountability and Reform through Public-Private Partnerships		33 LGUs, 150 participants
Training on Local Investment and Incentive Code		28 LGUs, 158 participants
Updating the Municipal Revenue Code		38 participants from Anilao, Iloilo
Project Implementers' Consultation Dialogue	37 participants	

## B. ENVIRONMENT PROTECTIVE, CLIMATE CHANGE ADAPTIVE, AND DISASTER RESILIENT LGUS

### Operation L!STO

Launched in 2014, Operation L!STO is a national advocacy of the department that aims to prepare LGUs for disasters and make them more resilient communities. The program has three main components: 1) L!STONG Pamahalaang Lokal; 2) L!STONG Pamayanan; and 3) L!STONG Pamilyang Pilipino. The program aims to develop competencies in disaster management at the individual, organizational and institutional level.

#### L!STONG Pamahalaang Lokal

In 2018, the L!STO Disaster Preparedness Manuals was enhanced to make it more comprehensive and responsive to the needs of the LGUs. The manual contains disaster preparedness actions that needs to be done by the Mayor and the DILG personnel at the local level before, during, and after typhoon.

The LGA conducted dialogues, consultations and workshops in the updating of the manual as well as several other trainings and workshops under the L!STONG Pamahalaang Lokal.

PPAs	Accomplishment	
	DILG	LGUs
Consultation Workshop with DILG Stakeholders on L!STO Disaster Preparedness Manuals	137 representatives from NGAs, CSOs, NGOs, DILG DRR-CCA Focal Persons, BFP, PNP and LDRRMOs	
Integration Workshop of LGU Feedback on the L!STO Disaster Preparedness Manuals		41 LGU participants
Pre-testing of the Operation L!STO Disaster Preparedness Manual		65 participants, 4 LGUs

PPAs	Accomplishment
iCare DILG (Region 10)	
CBDRRM	152 participants
Risk Assessment	21 LGUs, 58 participants
Contingency Planning	13 LGUs, 91 participants
Disaster Preparedness Meeting	27 participants
Building the Operational Readiness of Riparian and Inland LGUs in Western Visayas (Region 6)	
Preparatory Meeting	5 participants
Training on Basic ICS	40 participants, 5 LGUs
Resiliency Marketplace for Innovations Forum	379 LGUs, 1,238 participants
Disaster Preparedness Meetings	362 participants
Disaster Preparedness Workshops	236 participants, 32 LGUs
Capacity Enhancement Training for the Regional and Provincial Listo Team	53 participants
Strengthening the DILG as Member of the PLUC	128 participants
DRR-CCA Preparedness and Advocacy Assessment	22 participants
DRR-CCA Meeting and Orientation	33 participants
Technical Assistance in the Institutionalization of CDRA in the CDP	10 LGUs, 69 participants
Workshop on Climate and Disaster Risk Assessment	26 participants, 4 LGUs
Consultative Meeting Regarding the CDP	31 participants
Training on the Roll-Out of the New CDP Illustrative Guide	61 participants
Association of Local DRRM Officers Board of Trustees' Conference	17 participants
Orientation on Disaster Preparedness for DILG	73 DILG personnel

In 2018, the LGA launched **LISTONG LGA and Strengthening DILG DRR-CCA Operations** as an initiative to prepare the department and LGA personnel for any disasters. Various activities were conducted to make them more aware about disasters and prepare them on how to cope when a disaster strikes.

PPAs	Accomplishment	
	DILG	LGUs
Disaster Preparedness Orientation		89 participants
Risk Assessment Workshop		92 participants
Disaster Risk Reduction Management Planning Workshop		33 participants
Training on Basic Life Support and First Aid	221 participants	
Basic Training on Incident Command System	40 participants	
Training on the Formulation of Contingency Plan for DILG NAPOLCOM Central Office	50 participants	
DRR-CCA Database Management Training	38 participants	



## Training on the Formulation of Local Climate Change Action Plan (LCCAP)

The training on the formulation of the LCCAP is designed for LGUs to be oriented on the enhanced formulation process and assist them in crafting their LCCAPs and be among those that are more environmentally protective, climate change adaptive and resilient LGUs.

PPAs	Accomplishment
Training on the Enhanced LCCAP Formulation	379 participants, 90 LGUs
Reorientation on the Enhanced LCCAP	37 coaches
Program Implementation Workshop on LCCAP	60 participants
Training on the Quality Assurance Review Toolkit	321 participants, 73 LGUs
Pilot Testing of the Quality Assurance Review Toolkit	32 participants, 8 LGUs
Coaches Training on the Enhanced LCCAP	37 coaches

## Training on Advanced Geographic Information System (GIS) for Disaster Preparedness and Response

The Training on Advanced Geographic Information System (GIS) for Disaster Preparedness and Response for LGUs aims to effectively utilize geospatial technology for climate change adaptation and mitigation while integrating them with relevant datasets to create better decision points for local planning purposes. It also aims to maximize the available technologies and techniques and utilizes training approaches that best translate to real world results for the LGUs especially for those that are most vulnerable to climate change and its impacts.

PPAs	Accomplishment
Training on Advanced GIS for Disaster Preparedness and Response	167 participants, 55 LGUs

## Training on Post Disaster Rehabilitation and Recovery Management (PDRRM)

Training on Post Disaster Rehabilitation and Recovery Management (PDRRM) aims to increase LGUs' capacities in addressing challenges posed by disasters particularly their capacity to build back better while reducing disruptions to the provision of basic goods and services.

PPAs	Accomplishment
Training on Post Disaster Rehabilitation and Recovery Management	63 participants, 19 LGUs

## Training on Building Resilient Local Economy in a Changing Climate

The Building Resilient Local Economy in a Changing Climate, a sub-program of the Enhancing LGU Capacity on Disaster Risk Reduction and Climate Change Adaptation Program, is a response to the growing clamor of stakeholders to craft better policies and plans to be able to implement strategic programs and solutions to address the impacts of disasters and climate change.

PPAs	Accomplishment
Training on Building Resilient Local Economy in a Changing Climate	102 participants, 29 LGUs



## L!STONG Pamayanan

The second component of Operation L!STO focused on strengthening the communities towards preparedness specifically on earthquake and tsunami.

The LGA together with the Philippine Public Safety College spearheaded the L!STONG Pamayanan: Community Simulation Drill for Tsunami project which was participated in by 923 participants from 284 barangays in 7 regions along the eastern seaboard facing the Pacific Ocean.

Likewise, disaster preparedness related activities for the 7.2 magnitude earthquake were conducted and attended by 1,042 participants from NCR and Region 3.

## Strengthening the Capacities of Philippine Local Governments in Disaster Risk Reduction (SCPLG-DRR) Project

The AECID-funded project intends to help strengthen the system of disaster risk reduction in the Philippines focusing on communities of the provinces of Zambales, Northern Samar, Negros Occidental, and Davao Occidental. For 2018, the LGA conducted the onsite monitoring of activities in four provinces, convened the Project Steering Committee for the updating of the project, and conducted the mid-evaluation of the project.

PPAs	Accomplishment
<b>PMO-LGA Activities</b>	
4th Project Steering Committee (PSC Meeting)	17 participants (NEDA, OCD, AECID, LPP, GIZ, DILG, LGA, and 4 pilot provinces)
5th PSC Meeting	15 participants (NEDA, OCD, AECID, LPP, DILG, LGA, and 4 pilot provinces)
6th PSC Meeting	23 participants (NEDA, AECID, GIZ, DILG, LGA, and 4 pilot provinces)

Gender-Inclusivity in Disaster Risk Reduction Training for the Province of Davao Occidental	47 participants, 5 LGUs
Gender-Inclusivity in Disaster Risk Reduction Training for the Province of Zambales	58 participants

### Province of Davao Occidental

PERMI-OK Training for Cluster Business Organizations/CBDRM Rollout in Coastal Areas	17 participants (NEDA, OCD, AECID, LPP, GIZ, DILG, LGA, and 4 pilot provinces)
Community Drill for Municipalities	15 participants (NEDA, OCD, AECID, LPP, DILG, LGA, and 4 pilot provinces)
DRR-CCA Orientation for Newly Elected Barangay Officials	350 Barangay Officials
Community Based DRRM Training of Trainors	23 participants (NEDA, AECID, GIZ, DILG, LGA, and 4 pilot provinces)

### Province of Negros Occidental

Training on Basic Emergency Operation Center (EOC) Operations, Coordination and Management	122 participants, 31 LGUs
Capacity Building and Skills Development on Climate Change and Weather Forecasting	40 participants
Local DRRM Plan Formulation Workshop and Training for LGUs (3-day workshop)	42 participants, 31 LGUs
Climate and Disaster Risk Assessment (CDRA) for 31 LGUs of Negros Occidental	127 participants, 31 LGUs
RS-GIS Training	19 participants
Training of Trainer for Climate Field School for Farmers and Fisherfolks	118 participants

Province of Northern Samar	
LISTO for Earthquake and Tsunami Provincial Partnership Dialogue	205 participants
Training Workshop on Mainstreaming DRR/ LCCAP using CDRA Approach and GHG Emission Inventory	150 participants
Provincial Contingency Plan Training Workshop	46 participants
Community-based Disaster Risk Reduction and Management Training Workshop	52 participants
Pre-Disaster Risk Assessment and Rapid Damage Assessment and Needs Analysis	51 participants

Province of Zambales	
Training for Volunteers	70 participants
Training - Workshop on Climate and Disaster Risk Assessment	41 participants
Pre-Disaster Risk Assessment Training	50 participants
Development of IEC Materials on DRR-CCA	4 IEC Materials (Typhoon, Earthquake, Flooding, and Go-Bag Kit)



## C. SOCIALLY PROTECTIVE AND SAFE LGUS

### Sustainable Development Goals – Family-based Actions for Children and their Environs in the Slums (SDG-FACES)

SDG–Family-based Actions for Children and Their Environs in the Slums (SDG-FACES) aims to enhance the capacities of families living in poverty to enable them to articulate survival needs, identify development issues and set targets for their families that will enhance their life quality. The LGUs were equipped with the resources, skills, knowledge, and networks to attain the UN development and poverty reduction targets.

PPAs	Accomplishment
Project Orientation and Stakeholders Consultation	45 participants
Business Meeting on SDG Localization	214 participants, 67 LGUs

### Setting Up of Mediation and Healing Mechanisms (in Conflict Affected Areas)

The program aims to address the roots of protracted social conflict by setting up effective mediation and healing mechanisms in conflict affected areas through training, coaching, technical assistance and provision of assistance for other capacity-building needs of local governments.

PPAs	Accomplishment
Pilot Testing on Enhanced Mediation and Healing Mechanisms	43 participants, 13 LGUs

## Crisis Management

The training program aimed to enhanced the capacity of local governments in managing crises or human-induced disasters. The piloted fundamental courses covered concepts and principles in crisis management at the local level, crisis leadership, and crisis communication. The training was a blend of lecture-discussions, peer-to-peer sharing, role-playing exercises, and a site visit.

PPAs	Accomplishment
Pilot Testing of Training on Enhanced Crisis Management	47 participants, 12 LGUs

## D. ACCOUNTABLE, TRANSPARENT, PARTICIPATIVE AND EFFECTIVE LOCAL GOVERNANCE

### Newly Elected Officials (NEO) Program

The Newly Elected Officials (NEO) Program is a continuing activity of the department through the LGA which aims to build strategic leaders out of newly-elected officials who would lead their local government in being competitive, efficient and responsive institutions for development.

PPAs	Accomplishment
NEO Webinar Series	141 LGU officials
Executive Coaching Session	485 LGU officials

## Barangay Newly Elected Officials (BNEO) Program

The Barangay Newly Elected Officials (BNEO) Program is a capacity development effort of the DILG through the LGA which aims to capacitate barangay officials to enable them to perform their mandated tasks and responsibilities and build a continuum of capacity development framework for actions anchored on the basic tenets of good governance such as transparency, accountability, integrity, participatory governance and corruption-free communities.

PPAs	Accomplishment	
	DILG	LGUs
Program Manager's Orientation on the BNEO Program	109 participants	
Regional and Provincial Orientation for BNEO Coaches and Field Officers	206 participants	
BNEO for GREAT Barangays Program Implementers' Webinar Platform Orientation	45 participants	
Regional Planning Session and Module Review	22 participants	
Orientation Briefing for the Outgoing and Incoming Punong Barangays		171 participants
BNEO Orientation (Face-to-Face)		30,085 participants, 8,619 barangays
BNEO Orientation (Webinar)		5,032 participants

## International Benchmarking Program

The program provides opportunities for local officials to interface with their counterpart from other countries and vice versa. This enables participants to establish strong partnership and learn from best practices of local and international LGUs.

PPAs	Accomplishment
Knowledge Sharing on Governance Practices and Capacity Development: An International Benchmarking Program from Officials of Bangladesh	15 officials
International Benchmarking: The Philippines Synergy on Good Practices in Local Governance and Human Resource Development (Nepal)	23 officials

## Enhancing LGU Capacity on Planning and Implementation of Local Development Projects

This capability development program enhances competencies of LGUs to jumpstart their capabilities in planning, implementation, and management of their local development projects which in the long term will contribute to the general development of the LGUs and the competitiveness of the country in the ASEAN region.

Under this program, the LGA developed the LGU Competency Assessment Tool in establishing LGU capacity baseline on planning and implementation of local development project to gauge the competencies and gaps in the area of planning and managing of local development projects which will guide program implementers in developing appropriate capacity development program for LGUs.

Modules were also developed as standard programs in enhancing LGU capacity in planning and managing local development projects.

PPAs	Accomplishment	
	DILG	LGUs
LGU Competency Assessment Tool	33 Personnel	
Regional Orientations on the LGU Competency Assessment Tool		185 participants
LGU Competency Assessment		2,908 participants, 603 LGUs
Training on Project Development for 4th and 5th Class Municipalities		90 participants, 33 LGUs
Program Orientation		12 participants
FGD and Lecture for the Enrichment of the Four Areas		16 participants
Competency Enhancement Training Program for Local Government Units		61 participants, 7 LGUs
Training on Project Development and Management		10 participants, 1 LGU
Sustainability Planning Workshop for Local Governments		11 participants, 5 LGUs
Training on Sustainability Planning		9 participants, 1 LGU

## Capacitating the Local Development Councils (LDCs) and Civil Society Organizations (CSOs) as Mechanisms for Local Development

Program Manager's Orientation	49 DILG Personnel
Seminar-Workshop on Capacitating LDCs and CSOs as Mechanisms for Local Development	46 participants
Consultation Workshop for the Development of RBME System for the AM Program: Capacitating the Local Development Councils (LDCs) and Civil Society Organizations (CSOs) as Mechanisms for Local Development	26 DILG Personnel

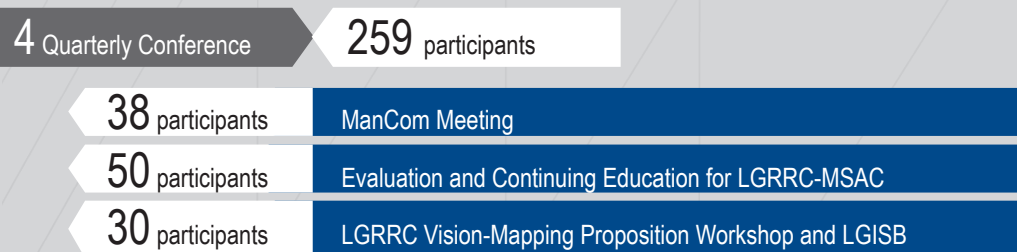


## INNOVATIONS FOR THE CONTINUOUS IMPROVEMENT OF THE DILG

### A. HARMONIZING ACTIONS THROUGH THE LOCAL GOVERNANCE RESOURCE CENTER (LGRC)

With a brilliant vision of promoting a culture of learning and knowledge sharing in pursuit of sustainable development through excellence in local governance, the Local Governance Resource Center (LGRC) was established to be a dynamic and interactive program that contributes to building DILG as a knowledge-centric organization and to fostering learning communities of practice in local governance. Such efforts are enforced and harmonized through cultivating a culture of knowledge sharing in the Department as well as knowledge brokering through strategic partnerships with development organizations and other government agencies.

In 2018, LGA and the LGRRCs pursued its business operations as knowledge managers of local governance that serve its clients such as LGUs, LRIs and other organizations. To ensure the quality of business operations, a quarterly conference was held participated by the program and facilities manager.



#### LGRRRC Assessment

For this year, each LGRRC underwent the annual assessment along with the Knowledge Management Audit. Two assessors were deployed to help the regions conduct the assessment and audit. The results of the assessment served as one of the basis in conferring the *“Ugnay ng Mamamayan Award”* in the 3rd CapDev ACE.

## B. EXECUTIVE DEVELOPMENT PROGRAM

The Executive Development Program was designed to enhance the leadership competencies possessed by DILG Directors as stipulated in the DILG Competency Framework and the CPDS-CES. It has a two-pronged objective: (1) profiling; (2) enhancing the leadership and management competencies of the target participants. The first objective is vital in relation to the second as the competency profile will be the LGA's basis in developing a comprehensive and future-ready learning and development intervention for this specific target group.

### International Relations and Diplomacy

In light of the increasing demand for involvement in the international and local programs of other institutions, DILG has designated representatives to adequately represent and advance its interests. Their role is crucial in developing mutually beneficial partnerships that serves the interest of the department and its clients. In partnership with the Foreign Service Institute (FSI), this special course targeted to enhance the Executives' and Supervisors' diplomatic communication skills, appropriate negotiation styles and techniques, and protocolar skills in the context of their function and interactional counterparts from different organizations.

34

Executives and Supervisors

### Creating Strategic Leaders for Better Organizational Results

In partnership with the Center for Leadership and Change, Inc. (CLCI), the LGA conducted a training to enhance the leadership competencies of the City Directors and the Provincial Directors of the department. Another objective is to profile the participants which will be used as the foundation in developing a comprehensive learning and development interventions aligned with the DILG brand of leadership.

22

City and Provincial Directors

## C. SUPERVISORY DEVELOPMENT PROGRAM

The Supervisory Development Program aims to enhance the competencies of DILG personnel occupying supervisory and middle managerial positions. Its perspective has two features: First, transformational and accountable leadership through the development of others to strengthen the growth and culture of learning and development of the department through the promotion of DILG as a Knowledge-Centric Organization. Second, strengthening organizational awareness to enhance organizational productivity and to harmonize inter and intra organizational relationships.

### Ethics in Public Service

As public servants, each of us is called upon to hold moral values that place high regard to the betterment of the country. Through this activity, the Division Chiefs, Assistant Division Chiefs, and Cluster Heads revitalized the subject of ethics among the DILG workforce and also integrated new lessons by culling out from current Philippine case experiences. As an added value, this training activity has also introduced Phronetic leadership.

30

DC, ADC and Cluster heads

### Breakthrough Coaching: The Effective Coaching Course

Coaching is one of the strategic directions in developing and inspiring others that create an environment where all members are one in having the initiative to convert problems into opportunities and to create solutions. The program is beneficial for the Cluster Heads to ensure that results are achieved in the daily operations of the field and central office.

26

Cluster heads

## Strategic Thinking and Decision Making for CLGOOs

This learning activity for CLGOOs emphasized the value of strategic thinking as planners and managers. This included workshops that helped the participants exercise their critical thinking in a larger context: (a) thinking more deeply to distinguish underlying causes and issues from more obvious symptoms; (b) thinking more broadly to recognize systemic linkages, interactions, and patterns; and (c) thinking with a longer time horizon to consider both long-term and short-term implications and consequences.

31

CLGOOs

## Training on Policy Development

The Policy Development Training aims to help DILG officers--mostly LGOOs--in preparing high-quality proposals based on relevant data and analysis for review and approval by their office. Developing policy involves research, analysis, consultation, and synthesis of information to produce recommendations.

32

LGOOs

## Training on Project Management

Project management is the lifeblood of the DILG and LGA. As the number of programs and responsibilities entrusted to the department increases, the more demand for effective management of PPAs. The training explains the fundamental functions of the project manager and capacitates the DILG officers as they tackle the unique challenges that each project presents.

70

LGOOs

## D. FRONTLINE MANAGEMENT PROGRAM

The Frontline Management Program delivers capacity-development services to the personnel of the department involved directly in the operations. Activities under this program focus significantly on the improvement of core, leadership, and functional competencies consistent with the department's competency framework. It aims to help the personnel excel in their line of work and to prepare them for bigger responsibilities as they assume supervisory roles in the future. On the other hand, for the organization, these initiatives support the objectives of the department to increase productivity, accountability, and efficiency in its workforce.

### Thinking Outside the Box: Training on Creative Problem Solving and Decision-Making

This learning activity challenged Chief Administrative Officers (CAOs) and Human Resource Management Officers (HRMOs) to explore ideas beyond their familiar territory. It drew them towards a comprehensive view of a situation and kept them away from depending on habitual thinking styles and conventional actions. Through this experience, they were able to exercise and enhance their creative thinking. Consequently, it allowed them to generate fresh perspectives, ideas, and concepts that could help them develop effective and innovative strategies in dealing with real-life problems and decision-making especially at work.

23

CAOs and HRMOs

### Training on Handling Grievance and Conflict Management

Conflict at the workplace is common as a result of poor communication, unclarified roles, differences in work methods, and diversity of personalities. Through this training, the participants, who were the Division Chiefs and Regional HRMOs, learned pertinent strategies and techniques to address these issues promptly and fairly taking into consideration all factors such as emotions and accountability.

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Division Chiefs and Regional HRMOs

## Training on Risk Management

Understanding, analyzing and addressing risks are the main themes of the Training on Risk Management for Project, Programs, and Operations. With an ever-expanding work in the DILG, so is the spread of risks per activity or project implementation. Every DILG officer must possess the capacity to anticipate and contend any risks that could deter the success of the programs.

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LGOOs

## Results-based Planning, Monitoring & Evaluation

The Pre-Testing of the RBM Expert's Manual introduced the results-based management framework to improve the effectiveness and accountability of agencies and partners in achieving the goals of every PPAs.

31

LGOOs

## High Impact Presentation Skills Training

Oral communication is an integral part of the daily operations in the field and central office particularly for technical staff that includes advocacy, presentation and marketing of programs and establishment of partnerships. Yet, various assessments identified competency gaps in this particular area. Through this learning activity, the gap was addressed by introducing new strategies and tools instrumental to become effective and efficient verbal communicators.

49

LGOO II-VI

## Training on Digital Media Management

The department as an organization needs to proactively communicate the results and accomplishments of its programs, projects and activities by maximizing the use of digital media. It is considerably a transformative technology that is dramatically changing the face of government--a potential mechanism to increase citizen engagement in governance. Through this training, the Information Officers and Information Technology Officers were able to learn the tricks and techniques in producing relevant, quality and effective IEC materials on an internet platform.

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Information Officers and Information Technology Officers

## Revitalizing Technical Report Writing Skills for LGOOs

Recognizing the importance of written communication in the daily operations of the department particularly in the development, implementation, monitoring, and evaluation of its programs, projects, and activities, it is therefore relevant for LGOOs to revisit and enhance their competencies in technical report writing to ensure all programs and activities including results and accomplishments are properly communicated not only to the partners but to the entire community as to maintain the standards of documentation in the organization.

27

LGOOs II-V

## Innovation for Influence: Effective Social Marketing

Being able to stand in front of the audience to present a program is one skill; being able to convince the audience is a degree higher. Through this activity, the LGOOs were able to craft a comprehensive plan by identifying innovative, strategic, and effective mechanisms to market the programs of the department to LGUs and other stakeholders, and likewise, encourage the latter to participate in these initiatives.

26

LGOO III-V

## Training for LGOOs II & III

Another set of dreams were fulfilled, as the LGA in collaboration with different operating units of DILG Central and Regional Offices, helped 158 aspirant LGOOs II and III to be part of the 51st Batch of Graduates in June 2018. The training program is designed to equip LGOOs II and III with adequate knowledge and skills and instill in them the desirable attitudes and values that will be of significance in their overall quality of performance. In addition, this is also a requirement for eligibility for promotion with basic competencies required for the higher LGOO positions.

This batch has undertaken multiple post-training competency assessments such as the SFP Oral Presentation, Competency Assessment, Revalida and Grand Graduation Activity.

169	trainees underwent SFP Oral Presentation
172	trainees underwent Competency Assessment
158	trainees attended the Revalida and Grand Graduation Activity

28 participants from the 44th LGOO Batch of DILG Region 7 were also given a special exam by the LGA. This examination has provided them certification on their eligibility for further promotion.

Before the end of the year, LGA has started the preparatory activities such as orientations for the 52nd batch of the LGOO Training. Other important pre-work that was completed is the conduct of the Online and Face-to-Face modules review and enhancement. Several modules in these components were updated and interchanged according to demands and previous assessments.

**10** participants for the online modules review and **43** participants for the face-to-face modules review

25 participants	Orientation of Training Managers
194 participants	52nd Batch General Orientation
191 participants	52nd Batch General Orientation Examination

There are two strategies that will be used in cascading these modules; the E-learning will be administered by the LGA together with the trained E-Coaches. Meanwhile, the Face-to-Face Modules for this batch will be centralized at the LGA Training Center in UP Los Banos.

## Online Modules

Module 1: DILG PPAs an Anchor for Development

Module 2: Results-based Project Development

## Face-to-Face Modules

Module 1: Group Dynamics and Human Relations

Module 2: Dynamics of Local Governance

Module 3: Local Government Operations

Module 4: Managing Learning Events

## E. HUMAN RESOURCE TECHNICAL ASSISTANCE PROGRAM

The Human Resource Technical Assistance Program intends to provide technical assistance (non-training solutions) and other capacity development interventions to DILG Offices in transitioning to Strategic Human Resource Management (or expand to a broader Organizational Development). Guided by the key government-wide initiative to improve HRM practices and systems through the Program to Institutionalize Meritocracy and Excellence in HRM (PRIME-HRM), technical services shall be offered complementing the assist component of the Civil Service Commission by building up the competency profiles of department personnel that would guide other HR processes.

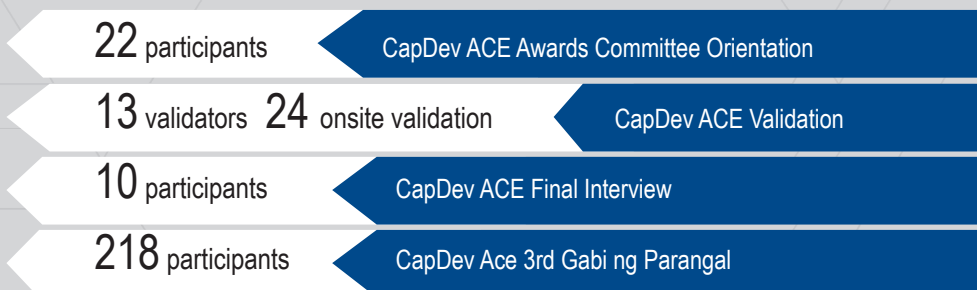
## Managing the Competency Dashboard of the DILG Human Resource

As early as 2016, the department has started taking the necessary steps towards transitioning from a traditional-transactional to a strategic and competency-based human resource management aligned with Civil Service Commission's (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM). One of its significant maturity level indicators is the presence of an encompassing HR system. In LGA, a management system that will make available information on competencies and position profiles of personnel for decision-makers and the employees. The system would allow them to incorporate the competency gaps in formulating individual learning and development plans. This platform is planned to be integrated with other performance management and HR systems of the regional and central offices.

## Capacity Development Award for Catalysts of Excellence in Local Governance

The Capacity Development Award for Catalysts of Excellence on Local Governance or CAPDEV ACE, is an Awards Program that recognizes outstanding performance of DILG officials, employees, and LGRRC units in delivering capacity development programs, projects, and activities that have created a resounding impact on the lives of fellow employees, the organization, or the community as a whole.

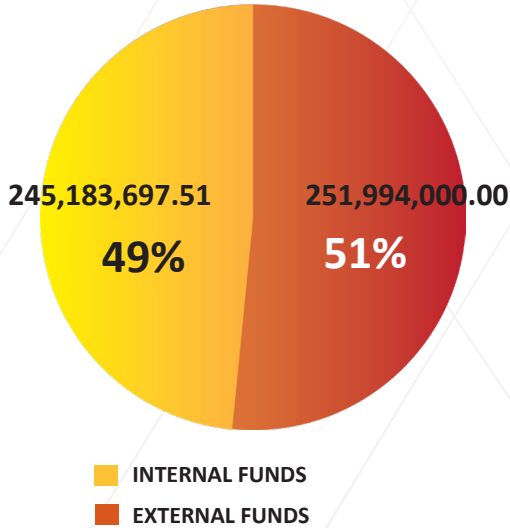
The program comprises two categories, one for individuals who have made their mark in the field of service and performance; and one for groups of individuals who took on the role of champions for causes very close to the department's raison d'être. Four (4) types of awards constitute the Individual Category, while two (2) types comprise the Group Category.



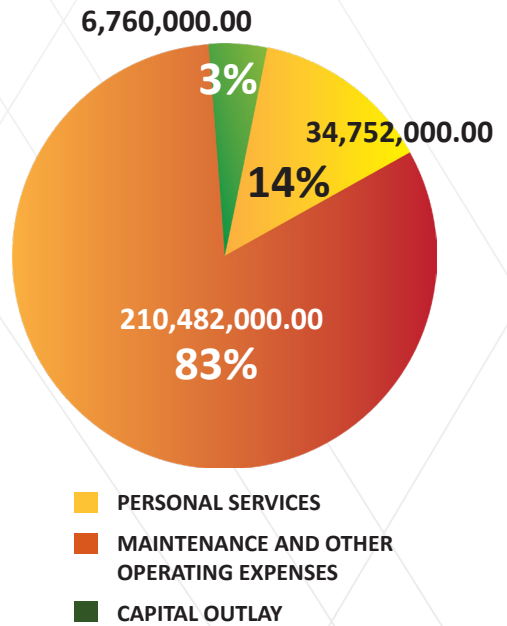


# FINANCIAL REPORT

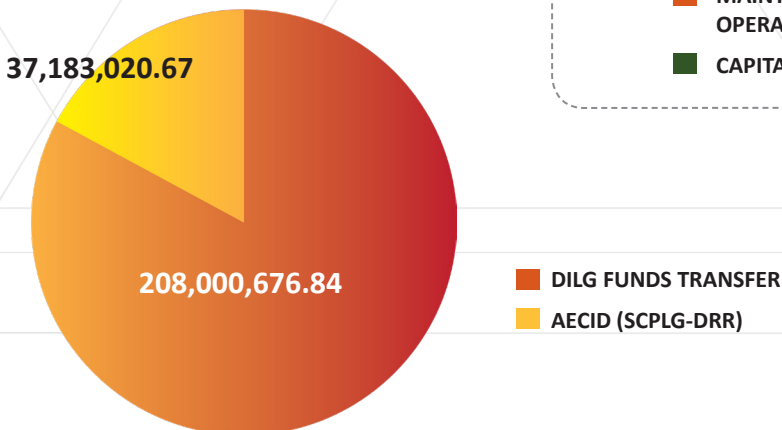
## 2018 LGA BUDGET



## BREAKDOWN OF INTERNAL FUNDS



## BREAKDOWN OF EXTERNAL FUNDS



# LIST OF PARTNERS

Name	Field/s of Specialization	Name	Field/s of Specialization
Rustico Rey Gerona	Results-Based Planning, Monitoring and Evaluation (RPBME), Project Development and Management (PDM), Rural Development	Mike Tan	Multimedia, Website Development
Lizan Calina	Leadership, Ethics and Accountability, Public Sector Reform, Innovative Governance	Sonia Sapico	Governance, Research
Jigger Latoza	Strategic Leadership, Communications, Social Marketing	Alma Eleazar	Organizational Development, Research
Rosella Torrecampo	Language and Letters, Communications	Josefina Cemine	Governance, Research
Carlos Ycasiano	Leadership, Creativity, Organizational Behavior	Marlon Era	Environmental Governance, Gender and Development, DRR-CCA
Arturo Ongkeko Jr.	Information Technology, Health Governance	Jovie Corazon Importante	Governance, Research
Dixon Yasay	Leadership, Stress Management	Patricia Irene Patdu & Lourdes Santos	Public Management, Governance, Research
Corazon Salindong	Local Government Operations	Vicente Betarmos Jr.	Research
Joselito Nera	Organization Development, Operations Management, Public Speaking	Wilson Hormeguera	Training and Development, Research
		Joel Lasam	Organizational Development, Research
		S. Theodore Demaisip	Monitoring and Evaluation, Research
		Carmelo John Vidal	Education Management, Research
		Francisco Gentoral, EN. P.	Local Economic Development
		Rudini Baoy	Monitoring and Evaluation, Research

Name	Field/s of Specialization
Fe Salcedo	Gender and Development, Planning and Development
Simeon Ilago	Public Management, Governance, Research Methods, Program and Project Management
Cynthia Ramirez	ISO Quality Management System
Romeo Ramirez	Strategic Planning, ISO Quality Management System
Alex Brillantes, Jr.	Public Management, Governance, Research Methods
Edwin Corvera	Post-Disaster Rehabilitation and Recovery
Catherine Vidar	Post-Disaster Rehabilitation and Recovery
Priscella Mejillano, En. P.	Local Climate Change Action Plan
Ma. Katrina Abella	Local Economic Development
Atty. Alberto Agra	Public-Private Partnerships (PPP)
Ramon Benedicto Alampay	Local Economic Development
Rafael Coscolluela	Mentoring, Local Economic Development

Name	Field/s of Specialization
Carmen Leonor Diokno	Leadership and Mentoring, Coaching Skills, Organizational Development
Aser Javier	Local Economic Development
Erlito Pardo	Local Financing
Marieta Patag	Business Permit and Licensing System, Regulatory Simplification, Risk Management
Amado Jimenez	Local Revenue Code, Local Investment and Incentives Code, Resource Mobilization and Financial Management Analysis
Engr. Nelson Villar	Detailed Engineering Design, Procurement
Millie Villar	Detailed Engineering Design, Procurement
Engr. Jose Ong	Detailed Engineering Design, Procurement, Contract Management
Amante Monteclaro Sabangan	Networking and Linkaging
Wynna Medina	Leadership
Winnie Bonifacio	Leadership, Financial Management
Ernesto Gregorio, Jr	Detailed Engineering Design, Procurement

Name	Field/s of Specialization
Maria Faina Diola, Ph.D.	Social Development, Volunteerism, Governance
Clarita Carlos, Ph.D.	Politics of Environment, Philippine Defense Policy, Geopolitics, Foreign Policy, International Politics, Comparative Politics, Political Psychology
Marides Gardiola	Conflict Management, Peace and Development, Monitoring and Evaluation
James Calisin	Local Legislation
Ronald Barcena	Local Legislation
Atty. Emeterio Moreno	Local Governance and Administration
P/SSupt. Joseph Bacareza, Ph.D.	Crisis Management
Dixon Yasay, Ph. D.	Governance, Local Economic Development
Dr. Victor Endriga	Fiscal Management
Nacianceno Pacalioga, Jr.	Local Economic Development, Governance, Crisis Management
Jose Arnold Tan	Fiscal Management
Arch. Armando Alli	Environmental Planning, Architectural and Allied Design

Name	Field/s of Specialization
Engr. Antonio Rex Chan	Project Management., Public-Private Partnerships (PPP), Project Feasibility Study Preparation
Bong Antonio	Local Governance and Administration
Gaye Castañeda	Local Governance and Administration
Dr. Kristoffer Berse	Crisis Management; Disaster Risk Governance; Climate Change Adaptation; Public Policy; Inter-governmental Networking and Cooperation
Lawrence Anthony Dimailig	Geographic Information System
Alvin Laurio	Geographic Information System
Sealtiel Patiño	Community Organizing and Climate Action Planning
Romeo Ganal Jr.	Weather Specialization, Greenhouse Gas Inventory
Jigger Latoza	Communication and Public Relations
Francisco Dacumos, III, En.P.	Greenhouse Gas Inventory

## PARTNER ORGANIZATIONS



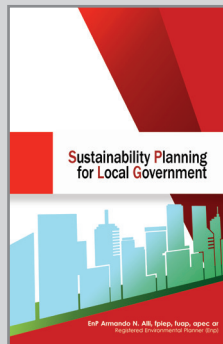
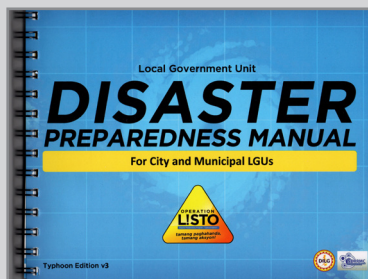
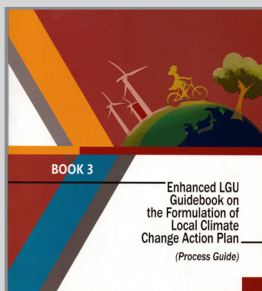
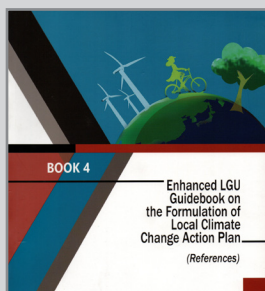
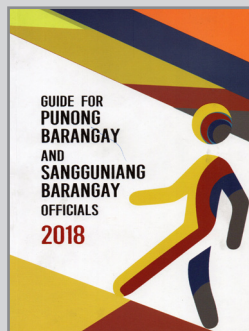
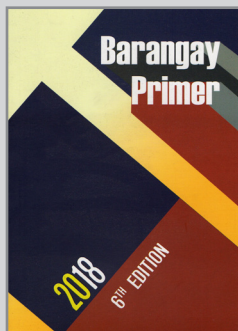
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# GALLERY OF KNOWLEDGE PRODUCTS



# THE LGA EXECUTIVE COMMITTEE

## OFFICE OF THE DIRECTOR/ASSISTANT DIRECTOR



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*Executive Director*



**ESMERALDA DAPHNE N. PURNELL, CESE**  
*OIC, Assistant Director*

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**DONNA JEANNE M. YARCIA**  
*OIC, Assistant Division Chief*

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*OIC, Division Chief*



**FELISA O. MEGIA, LGOO V**  
*OIC, Assistant Division Chief*

## RESEARCH & POLICY DEVELOPMENT DIVISION (RPDD)



**MARCIANA C. OBISPO, LGOO VII**  
*Division Chief*



**JOSE GONZALO P. ABLAY III, LGOO VI**  
*Assistant Division Chief*

## LOCAL GOVERNANCE TRAINING & DEVELOPMENT DIVISION (LGTD)



**SALLY S. JUMALON, LGOO V**  
*OIC, Division Chief*



**ELMO DIMAANO, LGOO V**  
*OIC, Division Chief*

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## MISSION

As the LGA advances towards its vision, it upholds its commitment to:

- To provide local government officials quality training and human resource development services
- To develop the DILG – local government sector personnel's competencies towards performance excellence
- To provide partners an environment for collaborative engagements beneficial to LGA's clients
- To provide LGA personnel a work environment that is conducive to professional development and personal growth for the attainment of LGA's organizational goals and objectives

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## GOALS

Goal 1: Enhance capacities of LGUs and DILG LG-Sector for effective local governance

Goal 2: Enhance local leadership

Goal 3: Expand and institutionalize mechanisms for knowledge and learning

Goal 4: Improve management systems

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## QUALITY POLICY

The LGA commits to continuously provide excellent and innovative training solutions, anchored on the principles of transparency, accountability, participatory and responsive local governance to satisfy the current and emerging needs of its stakeholders and conform to global management system standards.

We adhere to our core values of integrity, commitment and teamwork and are committed to continually improve the effectiveness of Quality Management System.



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AJA17-0068