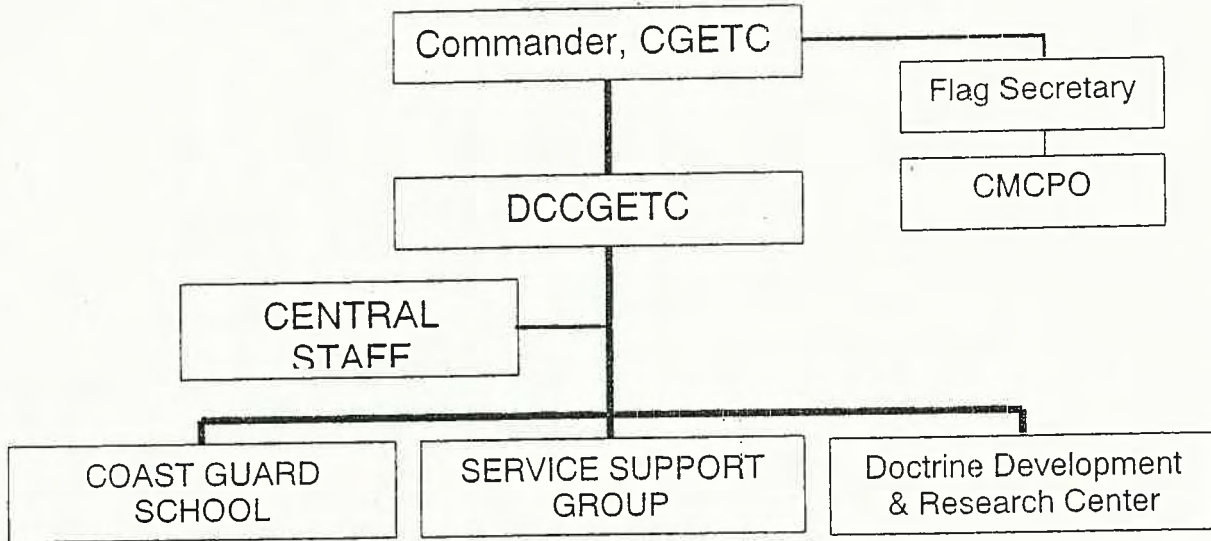


ORGANIZATIONAL STRUCTURE

October 2006

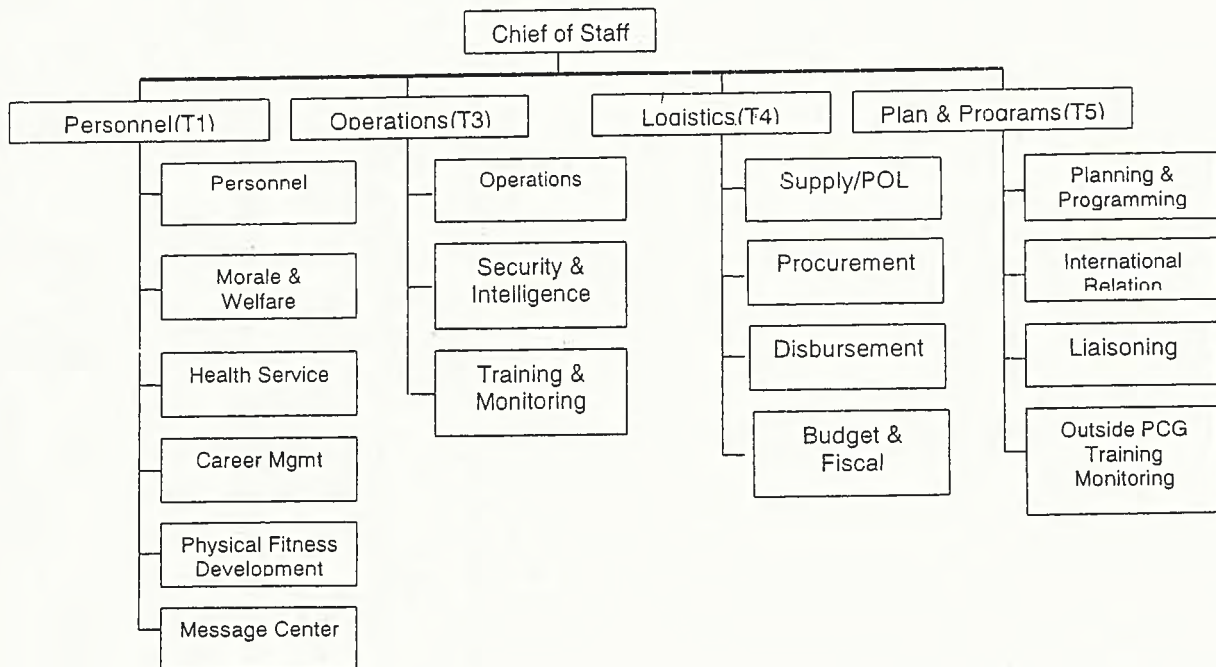
CGETC ORGANIZATION

(110 Personnel: 21 Officers, 88 EP & 1 Civilian Employee)

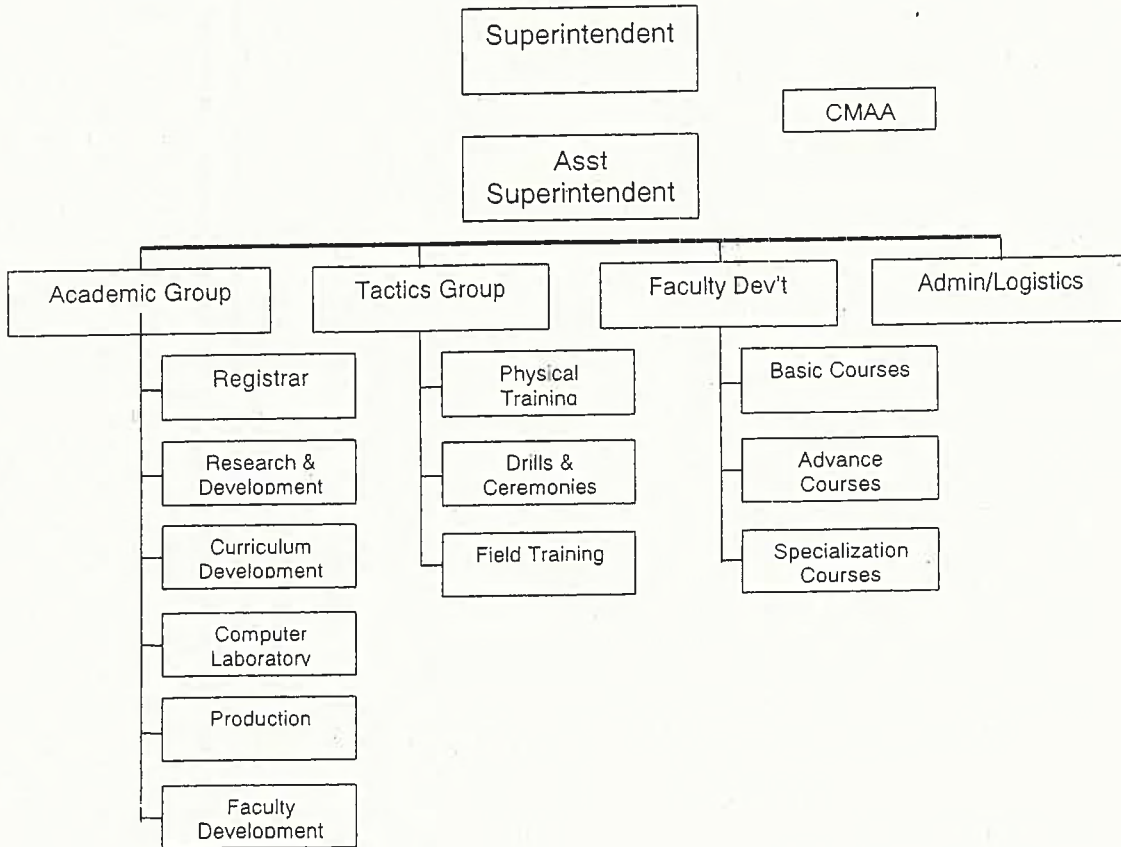


CENTRAL STAFF

(13 Officers, 22 Enlisted Personnel)

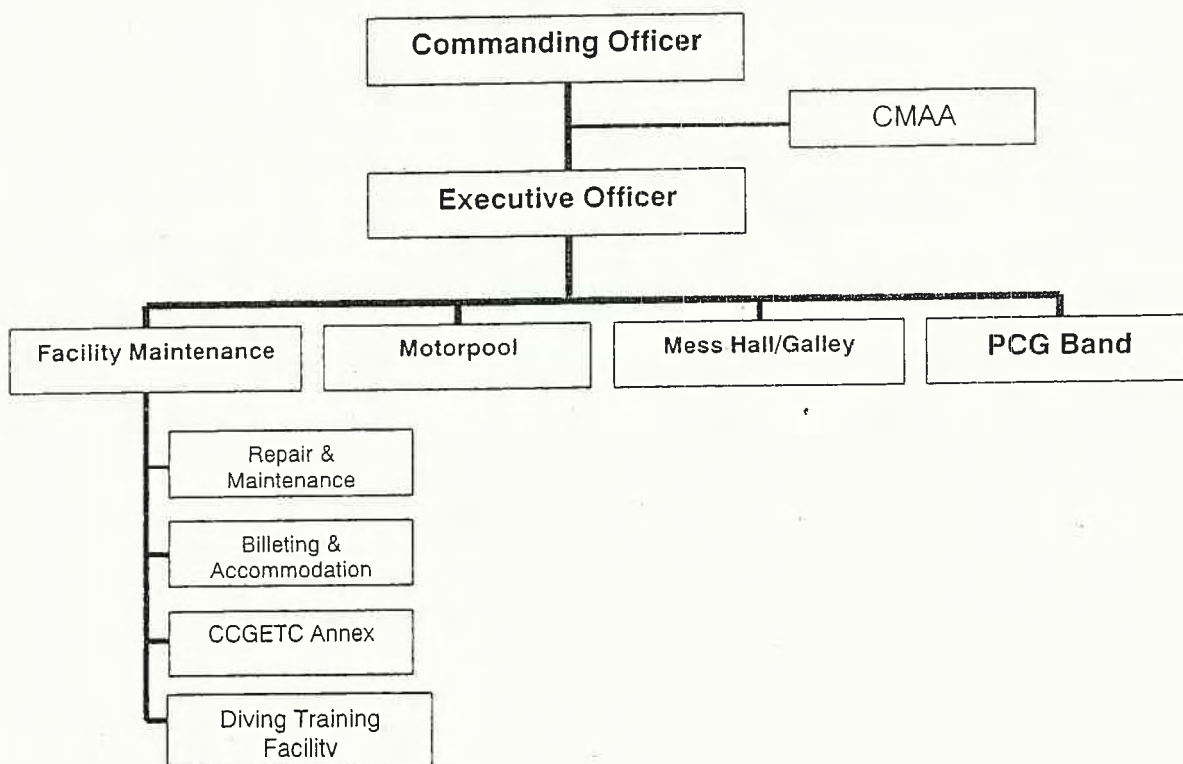


COAST GUARD SCHOOL
(6 Officers, 22 Enlisted Personnel)



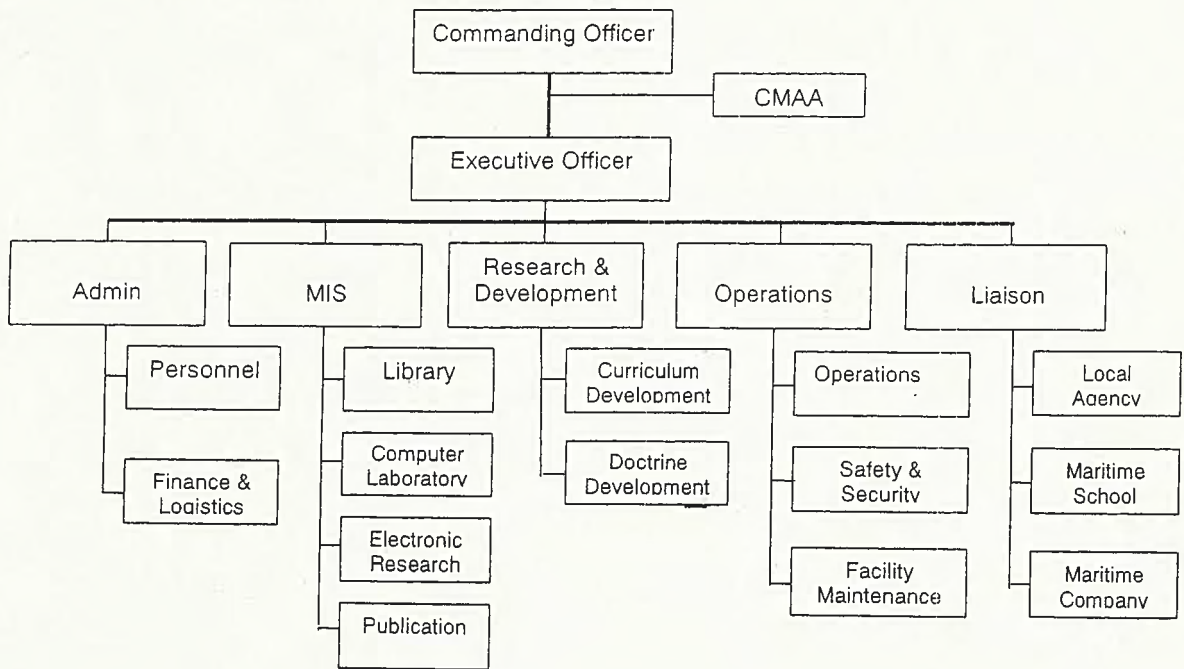
JK *MJK*

SERVICE SUPPORT GROUP
(2 Officers, 41 EP)



A MK

DOCTRINE DEVELOPMENT AND RESEARCH CENTER
(2 Officers, 4 Enlisted Personnel, 1 Civilian Employee)



Memorandum of Workshop at Terminal Evaluation Study, October 23, 2006

Theme 1. About Integration of COURSE with JICA SEMINARS

(1) COURSE

Present status of integration training courses with project seminars.

Training Courses	Already Integrated	Not Integrated Yet
CGOC	MARLEN Seminar, Arresting Technique, MARPOL & OSC Seminar	SAR Seminar, ATON Seminar, RIB Training, Shipboard Training, Basic Introduction to Diving
CGMC	MARLEN Seminar, Arresting Technique, MARPOL & OSC Seminar	SAR Seminar, ATON Seminar, RIB Training, Shipboard Training,
MARSEC	MARLEN Seminar, Arresting Technique, Drug Identification	SAR Seminar
MAREPC	MARPOL & OSC Seminar, Oil Analysis & Drug Identification Seminar	Public Awareness Seminar
MARSAD		ATON Seminar, ATON Mobile Seminar, SAR Seminar, Advance Underwater SAR Course/Seminar,
BUSOC		SAR Seminar/Training (Underwater)
ALMC		SAR Seminar

(2) UNIT TRAINING

UNIT TRAINING by CGETC	Managed by OTHER UNIT		
Drill Instructor's Course (D.I.)	CO/EXO Package Course	Commanding Officer & Executive Officer Package Course	
Instructor's Course IMO 6.09 (I.C.)			
	Fire Fighting		
	OOD/OOW Package Course	Officer by the Deck/Officer on Watch	KOJIMA Training
	Anti-Terrorism Course	MARLEN Seminar	RIB Training
			Boarding Training
	EOD	Explosive Ordinance Disposal	MARLEN Seminar
	CGIC	Coast Guard Intelligence Course	
	MARLEN	Maritime Law Enforcement	MARLEN Seminar
	Advance Underwater Search & Rescue Course	SAR Seminar (Underwater) Training	
K9 Handler	MARLEN Seminar		

(3) DEFINITION OF INTEGRATION

- PCG Officer conduct seminar by one self & by using teaching materials made by the Project
- Using curriculum developed by the Project
- Using seminar (JICA) in the course itself
- Using contents (Seminar) in the course
- Integration – already part of the curriculum of CGETC as a regular course/training/seminar to be conducted by CGETC
- Using textbook, etc. developed by the Project
- Enhanced through Project
- Materials adopted into the curriculum
- Putting together, to be included

Workshop 2

- Adopt related topic into the present curriculum
- Inclusion/adoption of Project curriculum/training program into the regular PCG Courses
- To form part
- Adoption of teaching techniques & methodologies learned from the short term experts
- Instructor who were trained through the Project
- Contents of lectures taught in PCG courses/training
- Student of seminar into Instructor of Course

(4) DOCUMENTS as Evidence of the Integration

- Oil Analysis Manual – developed by HRD & ENS FERRANCULLO PCG (manual & PowerPoint presentation)
- Oil Spill Response Manual – developed by HRD & MEPCOM manual & PowerPoint presentation)
- CGETC Annual Program & Budget (List of training)
- After training report (recommendation portion)
- ETB & ACAD Board Resolution (Education & Training Board – HPCG) (Academic Board – CGETC)
- Course curriculum (a) Course Framework & (b) Course Outline
- Part c detailed syllabus

Workshop 3

(5) HOW TO INTEGRATE

BASIC COURSES				SPECIALIZATION COURSES		FUNCTIONAL COURSES		INDIVIDUAL TRAINING Managed by CGETC	
Coast Guard Officer's Course	CGOC A,B,C	MARLEN Seminar	MUSC Musician Specialization Course	MARSEC Maritime Security Courses	MARLEN Arresting Technique	MARSEC Maritime Security Courses	MARLEN Seminar	CGCSC Coast Guard Command & Staff Course	BLMC Basic Leadership & Management Course
		RIB Training	ADSC Aviation Machinist Mate						
Coast Guardsman's Course	CGMC	Arresting Technique	DSC Deck Specialist	MAREPC Marine Environmental Protection Course	MAREPC Marine Environmental Protection Course	MAREPC Marine Environmental Protection Course	Search & Rescue Seminar	ALMC Advance Leadership & Management Course	SPOC Senior Petty Officer Course
		KOJIMA Training					OSC Operation Specialist		
		Shipboard Training (in Manila, Palawan)	MARLEN Seminar				Oil Analysis & Drug Identification Seminar		
Coast Guardsman's Course	CGMC	Basic Introduction to Diving	ESC Engineering Specialist	MARSAD Maritime Safety Administration Course	MARSAD Maritime Safety Administration Course	MARSAD Maritime Safety Administration Course	Theoretical Parts except Table Top Exercise & Fire Fighting	SPOC Senior Petty Officer Course	SPOC Senior Petty Officer Course
		MARLEN Seminar					RIB Training		
		Arresting					Search & Rescue		

(5) HOW TO INTEGRATE

INDIVIDUAL TRAINING Managed by CGETC				
BASIC COURSES		SPECIALIZATION COURSES	FUNCTIONAL COURSES	ADVANCE COURSES
Coast Guard Officer's Course	CGOC A,B,C	MUSC Musician Specialization Course	MARSEC Maritime Security Courses	CGCSC Coast Guard Command & Staff Course
	MARLEN Seminar	ADSC Aviation Machinist Mate	MAREPC Marine Environmental Protection Course	BLMC Basic Leadership & Management Course
	RIB Training			ALMC Advance Leadership & Management Course
	Arresting Technique			SPOC Senior Petty Officer Course
Coast Guardsman's Course	KOJIMA Training	DSC Deck Specialist		
	Shipboard Training (in Manila, Palawan)	OSC Operation Specialist		
	Basic Introduction to Diving			
	MARLEN Seminar			
	CGMC	ESC Engineering Specialist	MARSAD Maritime Safety Administration Course	
		Arresting		

INDIVIDUAL TRAINING Managed by CGETC							
BASIC COURSES		SPECIALIZATION COURSES		FUNCTIONAL COURSES		ADVANCE COURSES	
	Techniques				Seminar		
	KOJIMA Training	BUSOC Basic Underwater			Advance Underwater SAR Course/Seminar		
	Shipboard Training (in Manila, Palawan)				Aids to Navigation Mobile Seminar		

OK MK

Theme 2. About Evaluation/Feedback of Training System

NECESSARY IMPROVEMENT

- Develop/ update examination taken in the courses
- Set up evaluation committee after course
- Need a specialist or section for evaluation & analyzing
- More emphasis on practical exercise/hands on beside classroom work
- Additional subjects/courses i.e. HAZMAT, Chemical response, Intel & investigation, PSC, Vessel inspection (MLIT), etc.
- Post training student evaluation
- Better appreciation of instructor's duty: teaching, developing skills, not assignment perse
- Re-evaluate PCG Career system to give high premium on instructors duty
- Definition for the matrix of courses
- Implementation/ conduct of evaluation system
- Commitment of assigned instructors & will of the top management
- Matrix of courses is confusing & not well defined
- Integration can best be verified thru evaluation for analysis of the curriculum
- instructors/ faculty system lacks the "commitment as well as will"

Theme 3. About full Time Faculty System

(1) ELEMENTS OF F.T.F.S

NUMBER OF MEMBERS	HOW LONG
- At least two (2) members on three (3) fields (MARLEN, MAREP, MARSAD)	- Five (5) years officers
- At least four (4) per field	- Permanent
- Researchers, one (1) each field	- It should be based with CG Officers/EP Career Pattern
- Training staff, two (2) each field	- Three (3) years instructor
- International law instructor one (1)	- Two (2) years field
- Criminal law/ related , local law instructor one (1)	- Basic – permanent
- One (1) per academic module	- Technical – one (1) year
- SAR (Diving) instructor	- Depending on the fields

Workshop 6

Q *M/K*

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Workshop 6

two (2)
- Martial arts instructor two (2)
- Based on the instruction hours according to the number of students & ratio of instructor to Students & the number of courses
- Two (2) navigation
- Two (2) engineers
- One (1) communication
- One (1) for managing materials

- In the academic field : (example) law, navigation, etc) – full time in their careers in PCG
- In the field that instructors should update their knowledge through actual missions (field jobs) – two (2) to five (5) years

(2) BELONGING PART

- Corps of Professor – if intention is to be permanent
- Instructor's duty compliance – if limited part of career system
- CGETC
- Considered as technical officer – if intention is permanent faculty member

(3) WAY TO TRAIN UP

- Must undergo instructor course as a requirement
- Identify field of specialization (educate)

↓

Field experience

↓

Instructor's orientation

↓

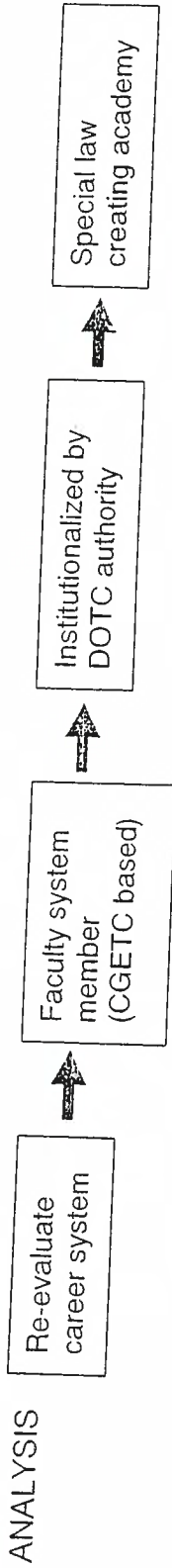
Teaching/ imparting

- Foreign schooling – formal & Specific to the needs of the organization
- Undergo IMO 6.09 Instructor's course
- Train or specialize a chosen field local or abroad
- Must have substantial experience on related field

Workshop 7

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(4) PROCEDURE FOR F.T.F.S.



- Interview/ deliberation
 - Demonstration/ conduct actual lecture
 - Integrate to national education system
 - To change personnel policy
 - To organize belonging section
 - To select FTF instructor
 - Study Master Plan – financial & legal
- Must take a written exam

ADMINISTRATIVE

- Creating the model of career pattern of full time faculty of corps
- Creating the models of full time faculty corps
- Lack of basic skill

Present career pattern

- No concrete model of career pattern of faculty of corps
- No concrete model of full time faculty system of corps
- Budget

(5) OBSTACLE

[Handwritten initials]

- Upgrade equipment for higher performance
- Assistance
- Support training
- Present restriction on hiring of personnel or employees

Theme 4. Review

(1) LEARNED

- We still have many works
- Importance of integrating newly learned systems to existing ones
- We know where we are now
- I believe PCG will be able to establish the system soon
- Good planning does not necessarily mean good output
- There's a need for a follow-up project to institutionalize the gains obtained in the PTTC-HRD
- Start by Model Faculty
- Its hard to get mutual understanding but that is very important
- The importance of full time faculty system in the PCG & the evaluation scheme of the project
- Implementation of FTFS needs more time & preparation because of CG Career Pattern
- Trainer's training
- What we must do
- Trainings from other fields not covered in the last years

(2) OPINION

- Stick to the target plan, try to overcome obstacles and find solutions
- Every noble task is full of work load. Do not waiver; persist and you shall be remembered
- To realize the FTFS is a long and process
- Maximize what has been provided by the project
- Provide assistance in competency based training (technical)
- Full cooperation of PCG officers is needed to ensure the success of the project
- Problems should not be made complicated; it should be solved using simple solutions
- We have identified the problems, it's time to apply appropriate solutions
- To establish FTFS (initial) by improving human resource management
- To concentrate the project work
- The project must be continued after the term because it can go a long way in the development of PCG personnel as a whole
- My recommendation is to learn to change things no matter how traditional it is, this is if we want to essentially exist.
- Integration of training of HRD project to CGETC curriculum
- We had very useful and precise meeting today, because we resolute the big misunderstanding about the full time faculty system

Workshop 10

EVALUATION WORKSHOP

23 October 2006, Monday @ 0900H - 1800H

LIST OF PARTICIPANTS

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MR Masatoyo Ishihara	JICA HQ, Evaluation Team		
MR Hozumi Katsuta	Team Leader, Evaluation Team		
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