
添付資料 4 : 発表資料

- 1:Current Situation Surrounding
- 2: PCG Briefing
- 3:Workshop for Discussion on the PCG-HRD Project
- 4:Terminal Evaluation Study



Terminal Evaluation Study by JICA's Mission

Members of Evaluation Team

- 1) Leader : Hozumi KATSUTA
Senior Advisor, Social Development Division,
JICA
- 2) Human Resource Development :
Atsushi TOHYAMA
Deputy Director, International Criminal
Investigation Division, Guard and Rescue
Department, Japan Coast Guard
- 3) Evaluation & Analysis:
Hiromi OSADA
Senior Consultant, IC-Net Limited
- 4) Evaluation Planning:
Masatoyo ISHIHARA
Social Development Division, JICA

Major Objectives of the Evaluation Study

1. To confirm process on the implementation of the Project, i.e. Inputs and Activities.
2. To confirm the achievement of the Project including the issues cited in the mid-term evaluation.

Study Schedule		Human Resource, Development, Planning.	Evaluation Analysis
Date	Mr. Katsuta	Mr. TOYAMA Mr. ISHIHARA	Mr. OSADA
1 Oct. 15 Sun			Flight to Manila
2 Oct. 16 Mon			
3 Oct. 17 Tue			Meeting with JICA Office, Interview to the counterpart
4 Oct. 18 Wed			Investigati on for evaluation
5 Oct. 19 Thu	Flight to Manila		
6 Oct. 20 Fri	Meeting at JICA Office Mid-Term evaluation of CNS/ATS		
7 Oct. 21 Sat	Analysis of collected materials	Flight to Manila	Analysis of collected materials
1 8 Oct. 22 Sun	Analysis of collected materials		
2 9 Oct. 23 Mon	Counterpart's Embassy Overland (CP)		
3 10 Oct. 24 Tue	Working with Counterpart's Staff		
4 11 Oct. 25 Wed	Working Ministry of Health and Labour Affairs		
5 12 Oct. 26 Thu	Working Ministry of Health and Labour Affairs		
6 13 Oct. 27 Fri	Working Ministry of Health and Labour Affairs		
7 14 Oct. 28 Sat	Working Ministry of Health and Labour Affairs		
8 15 Oct. 29 Sun	Working Ministry of Health and Labour Affairs		
9 16 Oct. 30 Mon	Working Ministry of Health and Labour Affairs		
10 17 Nov 1 Tue	Working Ministry of Health and Labour Affairs		
11 18 Nov 2 Wed	Working Ministry of Health and Labour Affairs		
12 19 Nov 3 Thu	Working Ministry of Health and Labour Affairs		
13 20 Nov 4 Fri	Working Ministry of Health and Labour Affairs		
14 21 Nov 5 Sat	Working Ministry of Health and Labour Affairs		
15 22 Nov 6 Sun	Working Ministry of Health and Labour Affairs		

Implementation Process

**Project term July 2002-June 2005
5 Years:**

- **Japanese side;**
- **300 M/M of Long term Experts**
- **26M/M of Short term Experts**
- **57,876 Pesos of Equipment cost**
- **32 Counterpart Training in JP**
- **Diving Training Facility :38M Pesos**

Implementation Process Philippine's side; C/P Officers

	2002	2003	2004	2005	2006
Director	1	2	1	1	1
Manager	2	7	5	4	1
SAR	1	3	3	2	4
MARLEN	1	3	1	3	3
MARPOL&OSC	1	3	1	2	4
ATON	1	2	2	3	4
Education & Training	2	4	2	2	1
Others	2	5	4	7	8
Total	11	29	19	24	26

Implementation Process Philippine's side; Cost

Exceeding cost proposed on R/D

	2002	2003	2004	2005	2006	2007	Total
R/D	3,305	3,821	4,195	4,490	4,829	4,011	24,651
Actual	4,595	6,482	8,048	8,230	2,144		29,499

Implementation Process Revision of PDM

- PDM1 to PDM2 : July 2004.**
Administrative assistance mission,
- PDM2 to PDM3 : July 2005**
mid-term evaluation,
- **Mainly to initiate full time faculty system**
- **Enhance basic training course.**

**Achievement: Overall goals:
"Performance capability of PCG is improved"**

Number of PCG MARLEN mission

Item	2002	2006
(A)PCG MARLEN mission	517	107
(B) Persons apprehended	385	209
(B)/(A)	0.74	1.95

**Achievement: Overall goals:
"Performance capability of PCG is improved"**

Days of Patrol Vessel

Item	2002	2006
NO of patrol vessels	2	8
Hours of operation / vessel	96	282

**Achievement of Project Purpose:
"PCG personnel with knowledge and skills to perform their functions are developed."**

1. Estimated 2,054 personnel by seminars qualified in PCG.
2. Estimated 454 personnel by seminars from related ORG.
3. Total 56 Trainers in PCG trained

**5 aspects of Evaluation
Relevance**

Contribution for keeping regional security

"Regional Cooperation Agreement on Combating Piracy and Armed Robbery Against Ship in Asia (ReCAAP)"

Implementation Process

Approach, Planned and Actual

- 1) Grasp the concrete needs for training through the analysis.
- 2) Improve training courses by materials.
- 3) Train PCG personnel by improved training courses.

Achievement: Overall goals: "Performance capability of PCG is improved" スライド 23

Number of PCG SAR mission

Item	2002	2006
PCG SAR mission	65	75
Dead missing casualties	219	154
Rate of dead/missing	16%	4%

Implementation Process

Approach, Planned and Actual

- 1) Grasp the concrete needs by field activities.
- 2) Train PCG personnel by PJ seminars.
- 3) Improve training courses by integrating with project seminars and trainings.

Achievement: Overall goals: "Performance capability of PCG is improved"

Number of PCG MARPOL mission

Item	2001	2005
NO of PCG OSC mission for the oil spilled accident	13	24
NO of PCG MARPOL for all the mission	1,763	12,913

5 aspects of Evaluation Relevance

High commitment from the Philippine Government

1. Assignment of counterpart personnel:
Average 22 personnel had been assigned annually for conducting project activities. (2003-06)
2. Provision of office space, the Philippine side provided project office at CGETC.
3. Disbursement of the budget exceeding that on R/D

5 aspects of Evaluation Effectiveness

Achievement of Project Purpose through Outputs

1. Enhancement of Education and training management system: to be realized.
- Essential matters for completion
- 1) Initiation of Full Time Faculty System
 - 2) Integration of Products of Seminars
 - 3) Improvement of evaluation/feedback system

5 aspects of Evaluation Efficiency

Modification on the level of achievement

*Before the mid-term evaluation;
Aimed "formulation of the specialist"*

*Necessity to improve basic skills and
knowledge of the actual PCG's personnel*

*→ The current PDM 3, ; 2,050 PCG
personnel to take appropriate actions .*

5 aspects of Evaluation Impact

Appearance of impact for Overall goals
スライド12



**Based on improvement of attitude
of PCG Personnel to tackle tasks
Through the Project**

5 aspects of Evaluation Impact

Example of accomplishment

- 1) Apprehension of a terrorist group
- 2) Seizure of Explosive materials

5 aspects of Evaluation Sustainability

Technical sustainability;

Essential matters;

- *Integration of the Products of seminars with curriculum in the COURSES*
- *Completion of training management system , FTFS, EFBS*

5 aspects of Evaluation Sustainability

Aspect in HR;
All PCG: almost stable, but not increased
CGETC: Jumped up at 2004, then keeping

	2001	2002	2003	2004	2005	2006	2007
Whole PCG	Plan	N.A	5,606	6,981	9,014	9,014	9,014
	Actual	3,982	4,647	3,862	3,823	4,472	3,938
CGETC	Plan	N.A	58	69	71	72	73
	Actual	55	55	68	106	107	109

5 aspects of Evaluation Sustainability

Financial sustainability; Budget/person has been increased

2001	2002	2003	2004	2005	2006
1,016,142,000	1,160,331,000	1,184,572,000	1,202,076,000	1,354,450,000	1,354,450,000

Further requirement in future

- 1) *Expansion & strengthen of HR*
- 2) *Maintenance of Diving Pool*

Conclusion

Philippines Coast Guard Human Resource Development (PCG HRD) Project will achieve all the indicators for project purpose set for the development of PCG personnel with knowledge and skills to perform their functions by the end of the project.....

Recommendations

<Short Term Recommendations>

First two recommendations written below are directly related to the establishment of training system in PCG.

Therefore, they are quite important tasks to be completed within the project period, in order to maintain sustainability of the project. Full-time faculty system, in particular, should be improved based on profound understanding generated during PCM workshop held during the final evaluation team's stay.

- 1) Completion of curriculum and syllabus developed or revised on SAR, ATON, MARPOL & OSC and MARLEN with reviewed and improved evaluation/feedback system
- 2) Initialization of full-time faculty system
- 3) Increase in number of Education and Training at local Districts/Stations

Recommendations

<Long and Mid Term Recommendations>

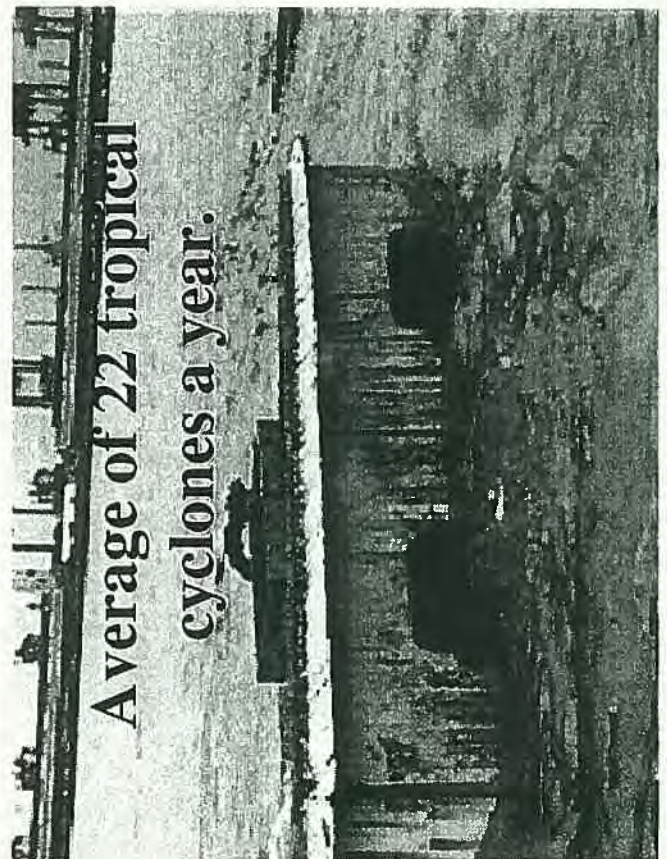
- 1) Up-dating of contents of MARLEN according to rapid progress of law enforcement skills and knowledge.
Currently, security knowledge and skills are progressing in line with the intensification of international maritime crime. Therefore, it is necessary to catch up with advanced knowledge and skills regularly.
- 2) Upgrading basic skills and knowledge for seamen to cope with actual situations
Shipboard training and Rubber boat training were included as components in strengthening basic courses as a result of the recommendation of the mid-term evaluation. However, PCG personnel's knowledge and skills are at low level to cope with actual situation.
- 3) Securing necessary amount of budget for future demand such as upgrading training courses and maintenance cost for equipment
- 4) Maritime safety and security can be secured only when international cooperation is smoothly coordinated because sea is a seamless ground beyond country border. Therefore....

Lessons learned


- (1) Dispatch of Administrative Assistance mission would enable stakeholders to deepen the understandings on the problems, difficulties of the project.
- (2) Effectiveness of project-type cooperation for human resource development in the field of coast guard
- (3) Importance of counterpart capacity
One of the reasons why technical transfer has been successfully done to PCG personnel in this project is up to its inherent characteristics, related to PCG administrative system as follows;
- (4) How to spread knowledge and skills given through seminar/training successfully
- (5) Effective learning sequence for some subjects



**Thank you very much
for your Attention!**



MARITIME CASUALTIES
(2000 - 2005)

 Grounding	170
Sinking	150
Collision	69
Fire	62
Capsizeing	301
Drifting/Engine Trouble	143
Missing	62
Flooding	13
Rained	32
Others	78

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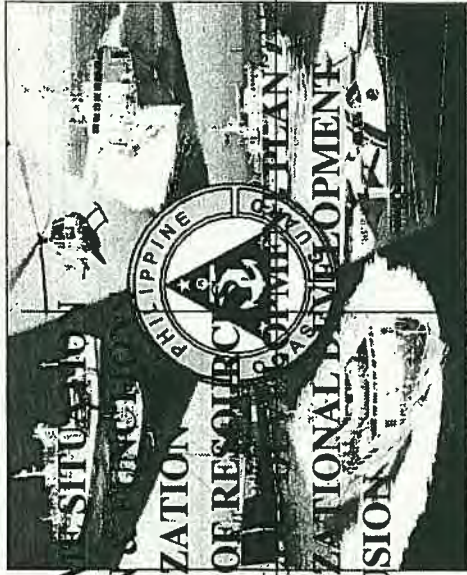
OHAYO GOZAIMASU!
Good Morning!



ENS LABERNY MIKAN PCG

Deputy, AC of S for Plans, Programs
And International Affairs

SEQUENCE OF PRESENTATION



- ❖ MARITIME SITUATION
- ❖ MISSION & GOALS
- ❖ ORGANIZATION
- ❖ STATUS OF RESOURCES
- ❖ CAPABILITY
- ❖ ORGANIZATIONAL DEVELOPMENT
- ❖ CONCLUSION



The Philippine Archipelago

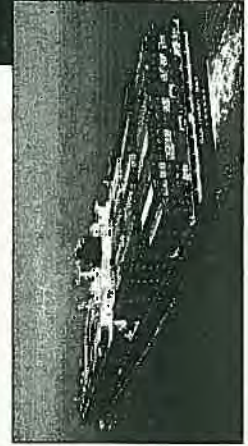
Second Largest Archipelagic State



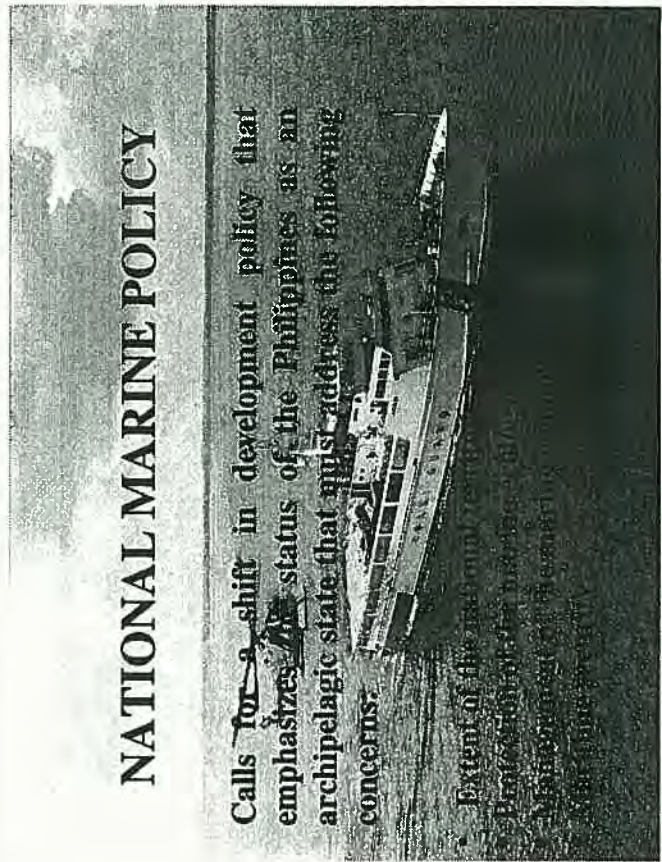
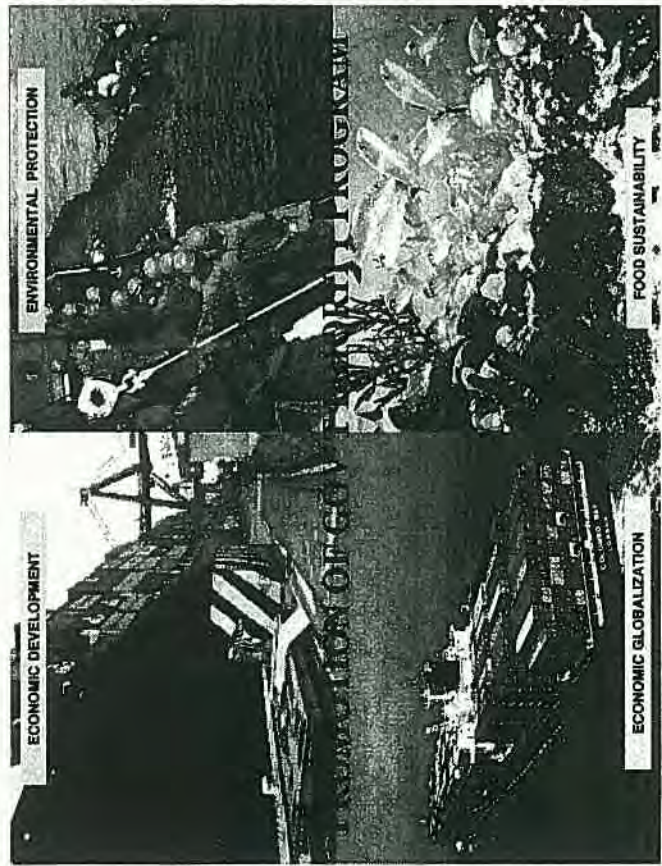
Maritime vs Land Area = 9 is to 1

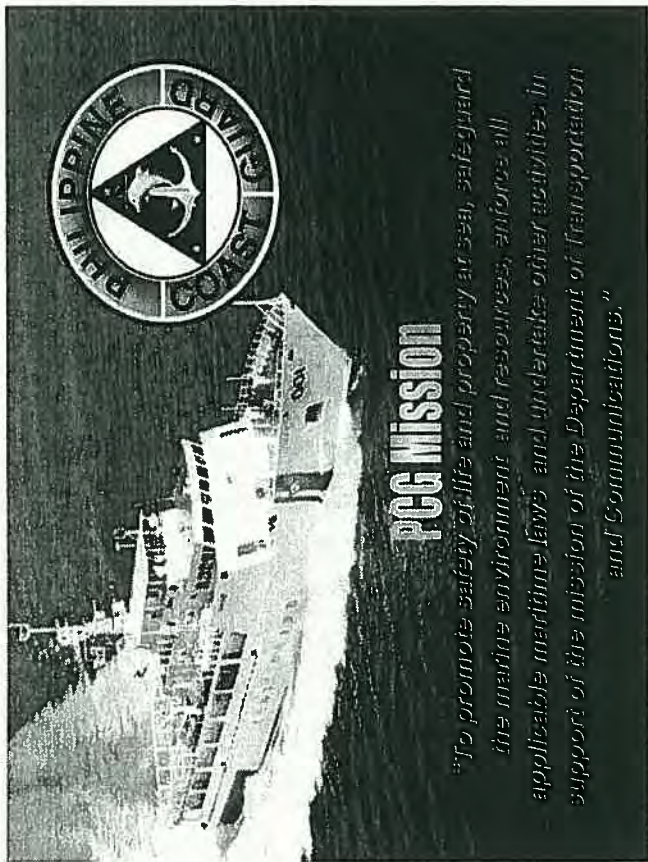
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AROUND 98% OF DOMESTIC TRADE DEPENDS ON SEA TRANSPORT





PCG Mission

"To promote safety of life and property at sea, safeguard the marine environment and resources, enforce all applicable maritime laws and undertake other activities in support of the mission of the Department of Transportation and Communications."



VISION

"A Philippine Coast Guard that is professional, capable and responsive towards a SAFER, CLEANER and more SECURED maritime environment."



PCG Functions

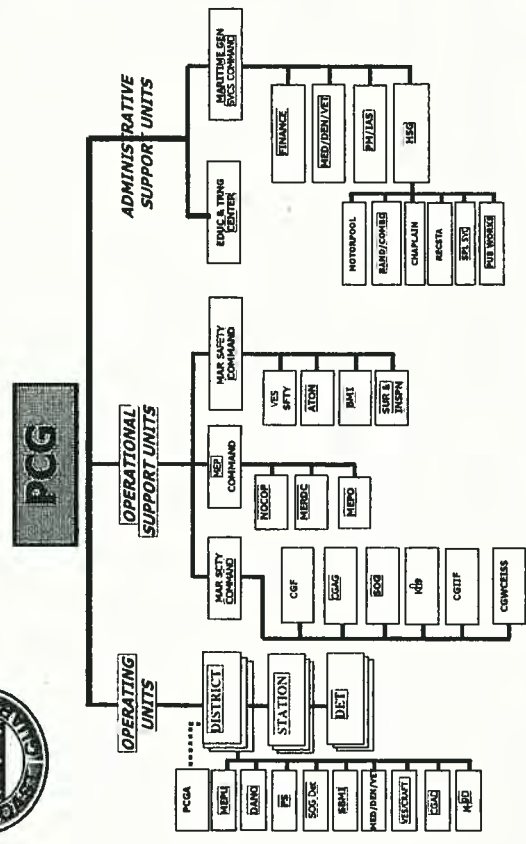
MARINE ENVIRONMENTAL PROTECTION (MAREP)

MARITIME SAFETY (MARSAF)

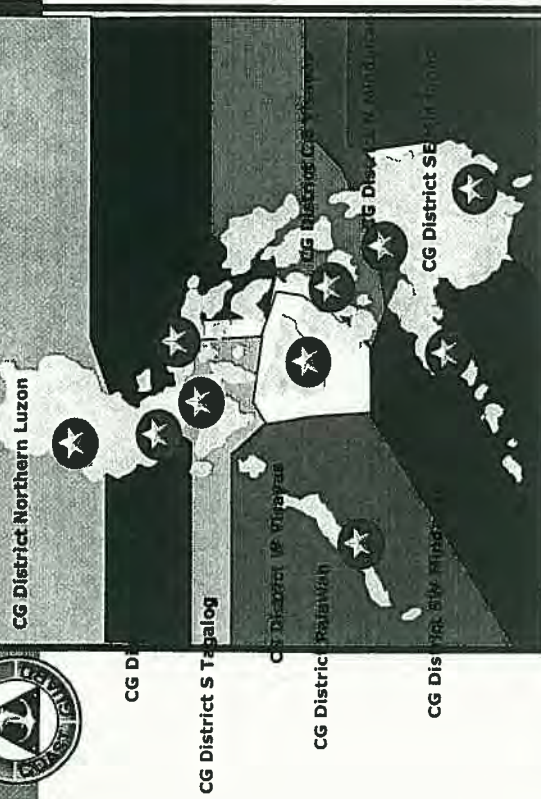
MARITIME SECURITY (MARSEC)



PCG ORGANIZATION



Ten Coast Guard Districts



CG D

CG District S Tagalog

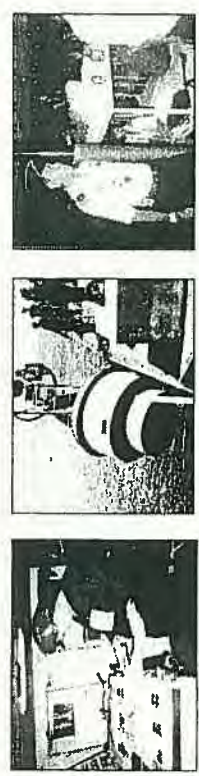
CG District W Visayas

CG District C Visayas

CG District N Mindanao

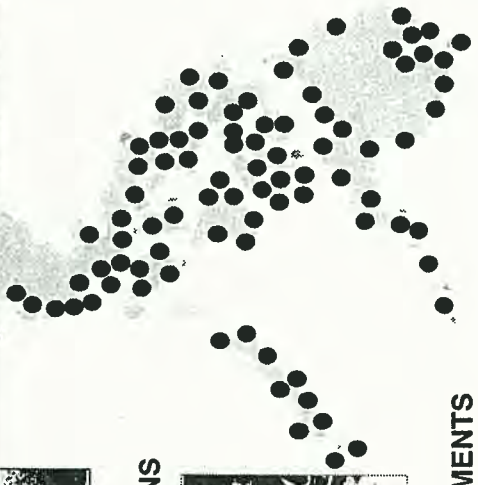
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Maritime Safety



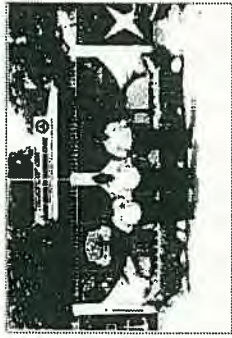
PCG inspects safety equipment aboard ships, sets up and maintains aids to navigation .

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54

COAST GUARD STATIONS



195

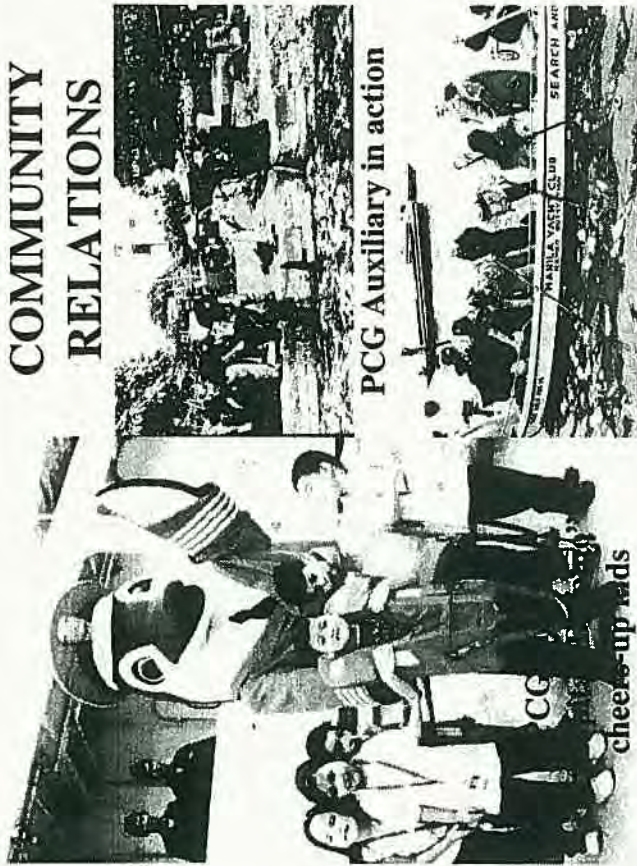
COAST GUARD DETACHMENTS

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Marine Environmental Protection

PCG monitors, prevents, contains and investigates oil spills and other types of marine pollution





STATUS OF VESSELS AND AIRCRAFTS	
BOUY / LIGHT TENDER	1
PATROL COAST BOAT	1
SEARCH AND RESCUE VESSELS	1
TUGBOAT	1
BARGES	1
SMALL CRAFT	1
AIRCRAFT	1
HEAVY AIRCRAFT	1
ROTTEN-SPINE	1



Monitoring Control Surveillance Vessels

Vessel Bow Nr	Area of Responsibility
MCS 3001	CGDNLZ
MCS 3002	PPC Pier, Palawan
MCS 3003	Tacoloban City
MCS 3004	San Xina Pier, Davao City
MCS 3005	Sual, Pangasinan
MCS 3006	Cabanatuan
MCS 1101	Manila Bay
MCS 1102	Singley Point, Zamboanga City
MCS 1103	Laagon Point, San Diego, Davao
MCS 1104	Singley Point, Davao City



CAPABILITIES TO BE DEVELOPED

- Command and Control
- Coast Guard Intelligence
- Coastal Patrol
- Coast Guard Air Operations
- Relief and Rescue
- Special Operations
- Fleet Support
- Inland Measures for Maritime Safety
- Vessel Traffic Surveillance System
- Maritime Distress and Safety System

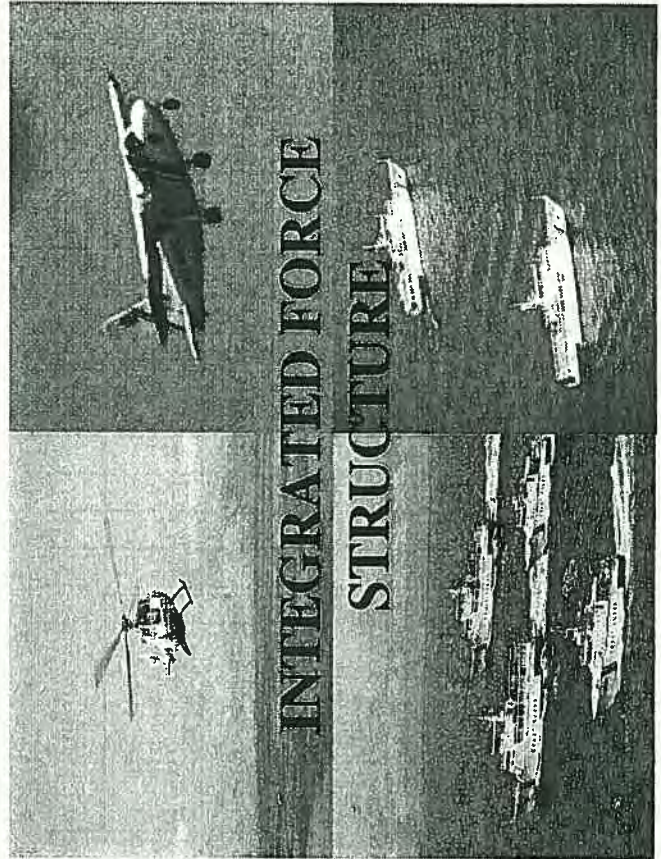


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15-YEAR PCG MATERIAL ACQUISITION AND TECHNOLOGY DEVELOPMENT

- Maritime Safety
 - Shipboard Positioning
 - Distress Monitoring
 - Vessel Traffic Services
- Marine Environmental Protection
 - Laboratory Equipment
 - Response / Containment / Monitoring Equipment
- Maritime Security
 - Multi-role vessel acquisition
 - Aircraft acquisition
 - Shipboard Armaments
 - Firearms
- Mobility and Ground Support
- Command and Control



INTEGRATED FORCE STRUCTURE



15-YEAR PCG MULTI-ROLE VESSEL ACQUISITION PLAN

Vessels	ACQUISITION YEAR														TOTAL	
	00	01	02	03	04	05	06	07	08	09	10	11	12	13		14
Multi-Role Response 100-Meter																1
Multi-Role Response 50-70 Meter	1															1
Multi-Role Response 35-40 Meter																1
Multi-Purpose Ocean Tug																1
TOTAL	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	26

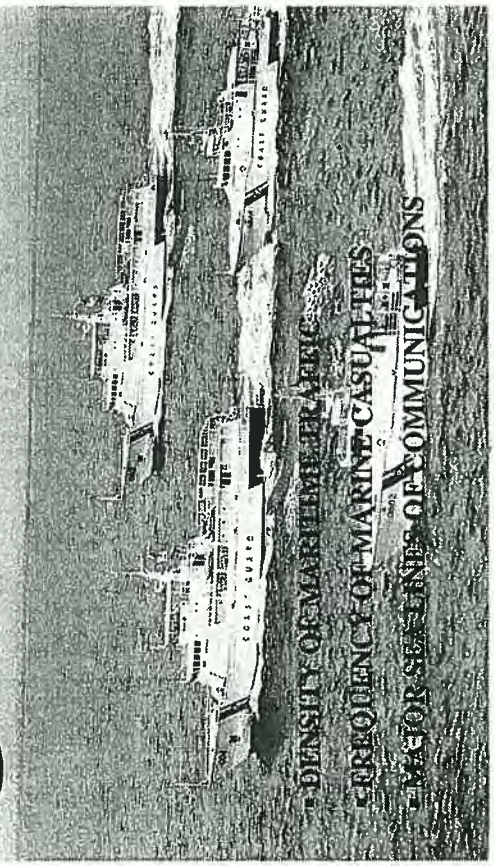


15-YEAR PCG AIR COMPONENT ACQUISITION PLAN

Aircraft	ACQUISITION YEAR														Total	
	00	01	02	03	04	05	06	07	08	09	10	11	12	13		14
Fixed-Wing/Multi-Role Amphibious							2									2
Multi-Roll Helicopter																5
Total	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	13

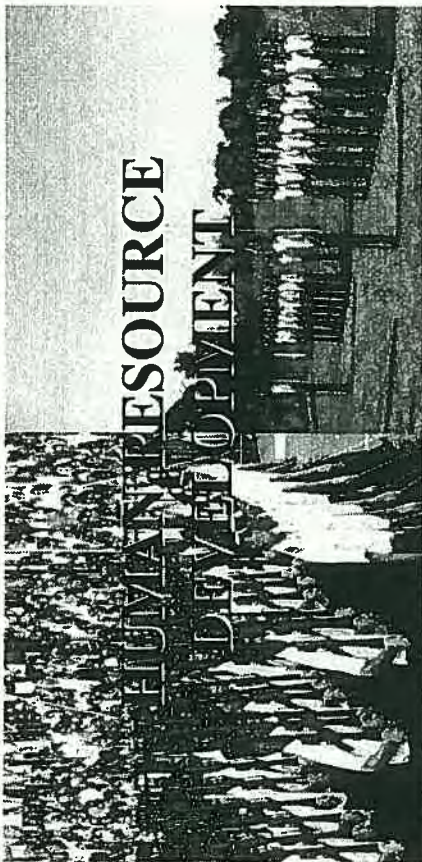


VESSEL DEPLOYMENT PARAMETERS



BASES AND SUPPORT SYSTEMS DEVELOPMENT

Bases and Support Systems	Development Timeline		
	1-5 Yrs	5 - 10 Yrs	10-15 Yrs
Coast Guard Headquarters Naic, Cavite		☆	
Coast Guard Base Mactan	☆		
Coast Guard Base Farola and Adjacent Facilities	☆		
Coast Guard Base PPC		☆	
Coast Guard Base Davao		☆	
Coast Guard Base Subic		☆	
Coast Guard Base Zamboanga			☆
Coast Guard Training Base Zamboales	☆		



HUMAN RESOURCE DEVELOPMENT

PARTICULARS	PRESENT CEILING	S-TERM	PROPOSED CEILING		
			M-TERM	L-TERM	L-TERM
UNIFORMED:					
OFFICER	305	453	520	558	
EP	3,129	3,966	6,260	7,954	
NON UNIFORMED	417	665	665	665	
TOTAL	3,849	7,114	8,145	9,177	

OFFICERS TRAINING DEVELOPMENT PROGRAM



- Basic Coast Guard Officers Course
- Advance Course Coast Guard Command & Staff Course
- Specialized Courses
 - Vessel Safety
 - Aids to Navigation
 - Marine Environmental Protection
 - Maritime Investigation
 - Shipboard Courses
 - Logistics / Comptrollership Courses
 - WCEISS Courses
 - Aviation Courses
- Senior Management Courses
 - Maritime Safety Administration Course



ENLISTED PERSONNEL TRAINING DEVELOPMENT PROGRAM

- Junior Specialization / Shipboard Ratings
 - Boatswain Mate Course
 - Radioman Course
 - Electricians Mate Course
 - Engineman Course
 - Radarman Course
 - Machinery Repair Course
 - Damage Control Course
 - Hospital Man Course
 - Storekeeper Course
 - Quartermaster Course
 - Aviation Mechanic / Technician Course
 - Electronic Technician Course
 - Information Technology Technician Course
 - Field of Specialization Course
- Field of Specialization Course
 - Vessel Safety Specialization Course
 - Marine Environmental Protection Specialization Course
 - SAR Specialization Course
- Advance Courses
 - Division Petty Officers Leadership Course
 - Advance Leadership and Management Course

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DOCTRINE DEVELOPMENT

- Definition of Strategy
- Organizational Structure
- Doctrine Formulation and Evaluation
- Doctrine Implementation

CONCLUSION

Philippine Coast Guard has to be dynamic in order to be responsive to the ever changing needs of the maritime community in the light of economic globalization, technological innovations and the increasing demand for sea transport

**COLIGHT OF ECONOMIC GLOBALIZATION,
TECHNOLOGICAL INNOVATIONS AND THE
GUARANTEE OF INCREASING DEMAND
FOR SEA TRANSPORT**



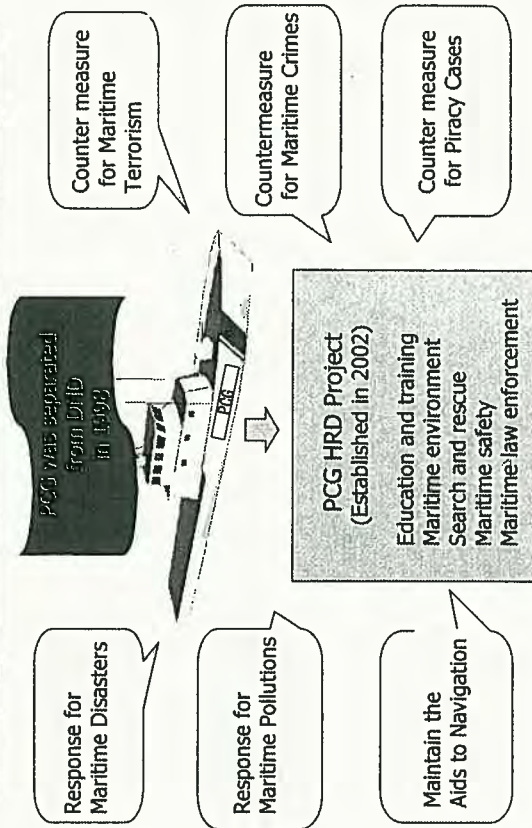
"SAFER SHIPS, CLEANER SEAS"

**THANK YOU, DOMO
ARIGATO GOZAIMASU!**

Current situation surrounding PCG HRD Project



Background of PCG HRD Project



Current situation surrounding PCG HRD Project



Regional cooperation among Asian countries

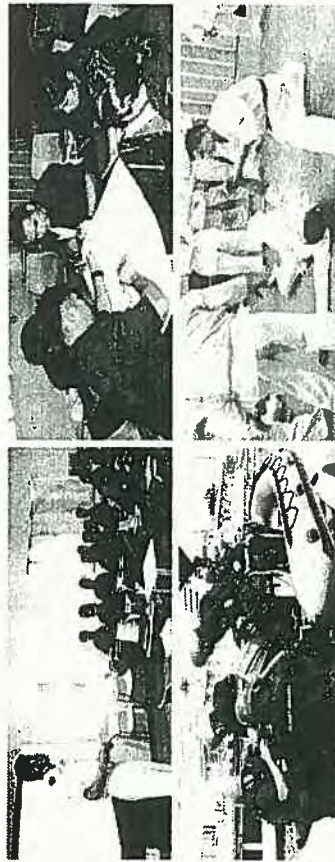
- Head of Asian Coast Guard Agencies Meeting
- Regional Cooperation Agreement on Combating Piracy and Armed Robbery Against Ship in Asia
- Maritime Drug Enforcement Agencies Meeting

Bilateral cooperation between Philippine and Japan

- Cooperation on SAR, MALEN, MERPOL and MARSAD
- Human Resource Development

In order to keep the security and safety around the Asian sea, it is quite important that regional cooperation among Asian countries and bilateral cooperation between Philippines and Japan.

Importance of HRD for Coast Guard Agencies



- In order to keep the safety and security around Asian sea, it is quite important to enhance the capacity of Coast Guard Agencies.
- For the purpose of them, PCG HRD Project must be a typical model case for all Asian countries.

Thank you for your attention.





**Workshop for
discussion on the
PCG-HRD Project**
*On the Terminal Evaluation
Study by JICA's Mission*

Today's Schedule

Greetings by PCG & JP mission
9:30-10:00; Presentation by PCG.
10:00-10:30; Presentation by JCG
10:30-12:00
13:00-16:00; Workshop on theme,
"Steps to conclude the Project by
June 2007"
12:00-13:00; Lunch
Appropriately breaks

Members of Evaluation Team

- 1) Leader : Hozumi KATSUTA
Senior Advisor, Social Development Division,
JICA
- 2) Human Resource Development :
Atsushi TOYAMA
Vice Section Chief, International Investigation
Division, Japan Coast Guard
- 3) Evaluation & Analysis:
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Masatoyo ISHIHARA
Social Development Division, JICA

Major Objectives of the Evaluation Study

1. To confirm process on the implementation of the Project, i.e. Inputs and Activities.
2. To confirm the achievement of the Project including the issues cited in the mid-term evaluation.

Study Schedule

Date	Leader Mr. Katsuta	Human Resource, Development, Planning, Mr. ISHIHARA	Mr. TOYAMA Mr. OSADA	Evaluation Analysis Mr. OSADA
1 Oct. 15 Sun				Flight to Manila
2 Oct. 16 Mon				Meeting with JICA Office, Interview to the counterpart, Investigation for evaluation
3 Oct. 17 Tue				
4 Oct. 18 Wed				
5 Oct. 19 Thu	Flight to Manila			
6 Oct. 20 Fri	Meeting at JICA Office Mid-Term evaluation of CNS/ATS			
7 Oct. 21 Sat	Analysis of collected materials	Flight to Manila		Analysis of collected materials
1 Oct. 22 Sun	Analysis of collected materials			
2 Oct. 23 Mon	Country visit to Philippine Coast Guard (C/P) Workshop with the Project Team			
3 Oct. 24 Tue	Dictating Minutes of Meeting by the JP-Exa Team			
4 Oct. 25 Wed	Drafting Minutes of Meeting by the JP-Exa Team			
5 Oct. 26 Thu	Discussion with PCG's Steering Persons about draft M/M			
6 Oct. 27 Fri	Meeting of Joint Coordination Committee, Report to JICA Office, the Embassy of Japan.			
7 Oct. 28 Sat	Departure at Philippine Embassy at Japan			

Today's Discussion

9:30-10:00; Presentation by PCG.
10:00-10:30; Presentation by JCG

10:30-12:00

13:00-16:00; Workshop on theme,
"Steps to conclude the Project by
June 2007"

12:00-13:00; Lunch
Appropriately breaks

PLS move your sheet

1. Participants on the Discussion:
Project Team PCG & JICA
; PLS take sheet around BOARD

2. Observers invited:
; PLS take sheet behind

3. Assistant and co facilitator:
JICA Mission members
; Nearby the Participants and help
them

Self - Introduction

Items to be introduced
PLS Write on Cards

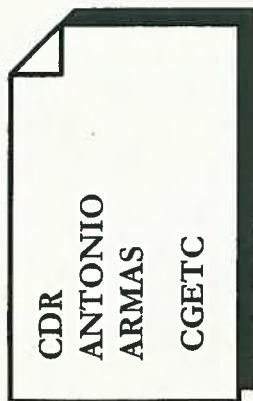
About Yourself
Project Team & EX-PJ Team

(1) Name;

(2) Charge on the Project;

Self - Introduction

About Yourself Example



Rule on the Discussion

- (1) Everyone has the same right to declare opinion.
- (2) Firstly, write your opinion on a card, then discuss.
- (3) Make consensus.
- (4) No domination.

Rule of card writing

- (1) Write one subject on one card.
- (2) Write in a simple sentence.

Confirmation of the Backdrops (1) PDM

You have already discussed and modified the Framework of the Project on "PDM" at July 2005.

**Confirmation of the Backdrops
(2) Project Purpose on PDM**

Project purpose

**“PCG personnel with knowledge
and skills to perform their
functions
are developed”**

**Confirmation of the Backdrops
(2) Project Purpose on PDM**

**To achieve Project purpose,
following output 1 is essential;**

**“1. Education and training
management system of PCG
is enhanced.”**

Theme of discussion (1)

**How to improve the official courses
by CGETC e.g. CGOC and CGMC....**

Lets review;

**Various SEMINARS and Trainings
supported
by this Project have been conducted.**

**Then, the products of the Project,
instructive materials and
methodologies have been developed.**

Theme of discussion (1)

**How to improve the official courses
in CGETC e.g. CGOC , CGMC and**

**The project is aiming to integrate
the PRODUCTS with the CURRICULUM
of the official COURSES in CGETC.**

So, lets discuss;

“How do you integrate them?”

Theme of discussion (1)

“How to integrate the PRODUCTS of PJ with the CURRICULUM of the official COURSES in CGETC.”

Lets discuss STEP 1;

What kind of OFFICIAL COURSE in CGETC Exist ?

Please provide written cards of NAME of COURSE... GCOC, CGMC and

Theme of discussion (1)

“How to integrate the PRODUCTS of PJ with the CURRICULUM of the official COURSES in CGETC.”

Lets discuss STEP 2;

What SUBJECTS does each course include?

Please provide written cards of NAME of SUBJECTS in each course...

Theme of discussion (1)

“How to integrate the PRODUCTS of PJ with the CURRICULUM of the official COURSES in CGETC.”

Lets discuss STEP 3;

What kind of SEMINARs and Trainings have been conducted and planned since the beginning of the Project?

Please provide written cards of NAMES of SEMINARs and TRAININGS by JICA Project , next to the related subject.

Theme of discussion (1)

“How to integrate the PRODUCTS of PJ with the CURRICULUM of the official COURSES in CGETC.”

Confirmation

How and when should the integration be concluded?

on formulation of the Annual Plan at every December..

Theme of discussion (1)

“How to integrate the PRODUCTS of PJ with the CURRICULUM of the official COURSES in CGETC.”

Lets discuss
STEP 4;

What is the documents in which we can confirm the INTEGRATION?

**Name of Documents e.g...
Annual Plan, Master plan, curricular ,
syllabus and.....?**

Theme of discussion (1)

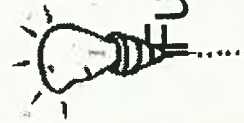
“How to integrate the PRODUCTS of PJ with the CURRICULUM of the official COURSES in CGETC.”

Lets confirm an Activity of the Project;

1-3-1 To review and improve the evaluation/feedback system on education and training courses

Do you have any idea on improvement of the current system?

Subject to realize
Full Time Faculty System



Theme 2

**Confirmation of the Backdrops
(2) Project Purpose on PDM**

**To achieve Project purpose,
following Indicator 1-1
in output 1 is essential;**

**“Initiation of
FULL TIME FACULTY SYSTEM.”**

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM."

STEP 1 ; Lets discuss.

How shall the FULL TIME FACULTY SYSTEM be?

Let's continue.....

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM."

How shall the FULL TIME FACULTY SYSTEM be?

**It is focalized ;
the full time faculty is necessary
in MARLEN, MARSAR and MAREP.**

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM."

How shall the FULL TIME FACULTY SYSTEM be?

**1) How many members are necessary for full time faculty?
Provide written card.**

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM."

How shall the FULL TIME FACULTY SYSTEM be?

**2) How long is the TENURE (term of assignment) of full time faculty?
Provide written card.**

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM."

3) What is the way to TRAIN UP the full time faculty members?
e.g. any specified training course, OJT or any other way?

Provide written card.

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM (FTFS)."

STEP 2 ; Lets discuss.

What procedure do you need to initiate the FTFS ?

E.g. institutional design, administrative and legal procedure..

Please provide written cards.

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM."

How shall the FULL TIME FACULTY SYSTEM be?

4) What the BELONGING PART of the faculty members in PCGG shall be?

Provide written card.

Theme of discussion (2)
"How to initiate FULL TIME FACULTY SYSTEM (FTFS)."

What kind of obstacles on the procedure do you have ?

Theme of discussion (2)
"How to initiate FULL TIME FACULTY
SYSTEM (FTFS)."

STEP 2 ; Lets discuss.

**On which obstacle do you
need technical assistance
by JICA Experts?**

Please mark on ● .



**Thank you very much
for your Participation!**

Today's Review

1) What did you learn on this Workshop?

2) Opinion & Recommendations
for the remaining term of the Project,
by June 2007