

## **I. Background**

1. The Philippine has a highly **Statistical System (PSS) is a highly decentralized statistical system** **entity**. It consists of all departments, bureaus, offices, agencies and instrumentalities of the national and local governments and government-owned and controlled corporations **that are** engaged in statistical activities either as a major function or as a necessary part of the administrative and regulatory functions.

2. There are five (5) major statistical agencies in the highly-decentralized Philippine Statistical System (PSS). These are: (a) National Statistical Coordination Board [NSCB] - the policy and coordinating body on all statistical matters; (b) National Statistics Office [NSO] - the primary gathering agency for general purpose statistics; (c) Statistical Research and Training Center [SRTC] - the research and training arm in statistics; (d) Bureau of Agricultural Statistics [BAS] - the agency in-charge of collecting and maintaining the agricultural and fishery statistics; and (e) Bureau of Labor and Employment Statistics [BLES] - the agency in-charge of collecting and maintaining the labor and employment statistics. For administrative supervision purposes, **t**The SRTC including the NSCB and , NSO **and SRTC** are currently attached to the National Economic and Development Authority [NEDA], the premier **socio- and economic development planning and coordinati** **planning** body in the country., **for administrative supervision**. On the other hand, the BAS and BLES are statistical agencies under the Department of Agriculture [DA] and Department of Labor and Employment [DOLE], respectively.

3. **As can be gleaned from above, t**The SRTC is the focal agency on statistical training in the Philippines. Its mission in conducting statistical training is to help in the improvement of the overall quality of information generated by the PSS in support of development planning, policy formulation and in general, decision making in the government. The agency has a total manpower complement of twenty-five (25) personnel only, of which seven (7) are with its Training Division. The division is the unit responsible for the development/updating and implementation of the non-degree training programs of the agency.

4. Since its creation in 1987, the SRTC has focused its efforts and resources toward the development and conduct of non-degree training programs, among others. As of end of October 2007, it has completed a total of 567 training programs with the number of participants averaging almost 22 per training program. Majority of these trainings were conducted for the statistical personnel of major statistical agencies, other government

agencies, and local government units. Some of these training programs were conducted in cooperation with the International Labour Organization (ILO), Asian Development Bank (ADB), World Bank Institute (WBI), and agencies under the United Nations such as UNICEF, UNDP and UN Statistical Institute for Asia and the Pacific.

Also, the SRTC counts a lot of statistical offices of other countries in the Asia and the Pacific region as its training clients. Recently, the SRTC assisted the Central Bureau of Statistics of the Democratic People's Republic of Korea (DPRK) in upgrading their capability to handle sample surveys through an 8-day training program held in Manila. This was on top of the earlier 3-week training undertaken for the same organization in 2006 that prepared their key personnel for the conduct of population census this year. It should be noted that these two trainings were conducted in collaboration with the NSO, the major data gathering agency in the country.

## **II. SRTC Training Programs**

54. There are two types of **training programs** statistical course offerings **offered** by the SRTC to meet the training needs of major statistical agencies/stakeholders and other clients. These are the **regular** training courses and **specialized or customized** training programs.

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5. Under **the regular trainings program**, the SRTC offers annual **training** courses on data collection and processing, database management, data analysis and statistical modelling, statistical report writing, and statistical presentation/dissemination. These courses **are intended to** provide participants with practical, "hands-on" knowledge, skills and experience in various aspects of statistical work. **The f**Following is the list of **regular** training courses offered/conducted by the SRTC **under its regular training program:** (a)

Descriptive Statistics; (b) Statistical Report Writing; (c) Database Management Using MS Access; (d) Processing and Analysis of Administrative Records; (e) Design and Operation of Socio-Economic Surveys; (f) Advanced Database Management Using MS Access; (g) Effective Use of MS Excel and PowerPoint for Statistical Reports; (h) Effective Statistical Presentation Techniques; (i) Statistical Projection and Forecasting Techniques; (j) Statistical Techniques for Socio-Economic Data Analysis; (k) Statistical Analysis Using STATA; (l) Statistics for Local Development Planning; (m) Econometric Modelling; (n) Sampling Design for Surveys; (o) Statistics for Policy Analysis; and (p) Statistical Methods for Research.

76. The curriculum and materials of these training courses as well as the training materials are developed and updated from time to time by the SRTC training staff with the assistance of the resource persons. The se training programs are listed in the calendar of courses, which is made available in hard copy and in electronic format through the SRTC webpage. The is list is updated every year based on feedback received from the participants and consultations made with various statistical agencies and other stakeholders.

78. 6. In addition to the regular course offerings, the SRTC also conducts specialized or/ customized training programs covering any topic on statistics for its local clients. Such programs may range in duration from five days to one month. The contents of each program are individually designed to meet the the specific needs and requirements of clients. These are developed by the resource persons and SRTC staff in close consultation with the clients. The costing of each customized program would depends depend largely on the developing the training program including the materials, program duration, cost of developing the training program including the materials, food arrangements and other costs incidental expenses. In general Generally, the SRTC can package training courses that will retroo fit the requirements of the clients. The agency has the distinct advantage of having having a wide pool of experts within the country due to the need to its linkages link with other organizations in the conduct of research and training activities that are multidisciplinary in nature.

689. The SRTC provides eParticipants to any SRTC training courses are provided ach participant with the necessary training materials at the beginning of each training programcourse. These materials whichse include syllabus and PowerPoint presentation, are developed and updated from time to time by the SRTC staff with the assistance of the resource persons from time to time. In some courses, the participants are required to bring data or references that are helpful in facilitating the conduct of the training. All these training materials and references All are written in English. Tthe training materials of the SRTC are written in English. The cost of these course materials is incorporated in the training fees collected from each participants.

There are some In some courses where, the participants will beare required to bring with them data or references that will be are helpful in facilitating the conduct of the training.

910.7. The SSRTC training programs is are open to all statistical personnel of government units/offices engaged in statistical activities either as primary or secondary functionfunctions. The training courses offered by the SRTC under its regular training program categorized by type of statistical personnel targeted are the following: (a)

*Descriptive Statistics, Statistical Report Writing, Processing and Analysis of Administrative Records, and Statistics for Local Development Planning are open to lower level statistical personnel who have no background in statistics but handling statistical jobs in the agencies; (b) Database Management Using MS Access and Advanced Database Management Using MS Access are offered to statistical personnel with basic understanding of the capabilities of microcomputers such as word processing, spreadsheet, database and graphic software and who are involved in the database management and providing support to data users; (c) Effective Statistical Presentation Techniques and Effective Use of MS Excel and PowerPoint for Statistical Reports are targeted for statistical personnel who are at the very least, familiar with MS Word and Excel and involved in the preparation, presentation, and dissemination of statistical reports; (d) Statistical Methods for Research, Sampling Design for Surveys, Design and Operation of Socio-Economic Surveys, Statistical Techniques for Socio-Economic Data Analysis, Statistics for Policy Analysis, and Data Analysis Using STATA are open to intermediate level statistical personnel or those handling relatively important statistical job in agencies and who have knowledge of descriptive statistics and basic statistical concepts; and (e) Statistical Projection and Forecasting Techniques and Econometric Modelling are open to professional statisticians, econometricians and higher-level statistical personnel who are doing analysis involving time series data. All these courses are normally designed to have a duration of five (5) days. Where courses require actual exposure on data collection and data handling, the course lasts has a duration of for eight (8) days. In general, each training course in SRTC is limited only to twenty-five (25) participants. The small class size of the class is designed to ensure that the participants will have all ample the opportunities to closely interact with their resource persons for the entire duration of the training.*

*110. The training program of the SRTC is also open to participants from other countries. However, since the language of instruction for all SRTC training courses is English English and all training materials are written likewise in English, a working knowledge of the language English is required from interested from interested foreign participants. The SRTC has no interpreters in its staff, but can make available interpretation services for non-English participants. The cost of hiring an interpreter will vary depending on the language required. Applications from non-English speaking participants should be received by the SRTC at least four (4) weeks before start of chosen a training course starts so that interpretation services may be obtained and their costs implication determined.*

8. *1112.. The SRTC has a pool of resource persons for its training programs. These resource persons are practicing statisticians and professionals with extensive teaching experience in the academe, non-government offices and international organizations. Some of them are connected with academic institutions such as the School of Statistics at the main campus of the University of the Philippines (UP) located in Dilman, Quezon City and the Institute of Statistics at UP Los Banos Baños in Laguna. while oOthers are connected with the major statistical agencies such as the NSO, NSCB and BAS. Other There are lecturers are who are freelance human resource development experts and communication media specialists. Also, some of the staff of the SRTC are tapped as lecturers for training. For IT-related trainings, the SRTC usually has its tatapsp resource persons from private IT companies, MIS unit of the Department of Interior and Local Government (DILG), and other government agencies. For trainings outside of Metro Manila, the SRTC linksusually tapsconnects with local statisticians who are connected affiliated with local universities or colleges to serve as its resource persons. Also, tThis pool of resource persons can be made available infor the conducting of training programs of other organizations providedon the condition . This is on the arrangement that all relative expenses relative to these activities will have to be shouldered by the requesting organization or a*

*funding/sponsoring institution.*

*Aside from serving as resource persons, the SRTC is pool of experts also assists the SRTC training staff in the designing, developmentdeveloping, delivering and evaluatingon of training courses. Also, they areTheir expertise are made available to assist clients in identifying training and development needs as well as in developing the framework and basis for time-bound training plans.*

**131. 9.** *Evaluation of training programs at the SRTC is done by requiring the participants has four levels, namely: (ai) reaction level; (bii) learning level; (ciii) job behaviour; and (div) organizational level. The reaction level evaluation determines the problem areas for improvement of the training content, materials, facilities, administration of the course/s; and other statistical course offerings still needed by the participants. Evaluating the resource persons is part of the reaction level evaluation and serves as basis for determining the effectivenessity of resource persons in delivering the assigned topic/s. The learning level evaluation assesses the results of workshops and exercises. Workshops are done in groups while exercises are done individually. Pre-test and post-test are also administered to measure the extent of knowledge acquired by participants in the course/s. The job behaviour level and organizational level evaluations are difficult to determine given that most indicators that can be used at these levels are more qualitative than quantitative in nature. Training courses that focus on institution building are easier to evaluate since the objective of such courses are focus on concrete developments at the organizational level. A training course can be said to have completely fulfilled its objective if on a given a period of time, certain changes in the statistical data and production have been achieved like in certain administrative forms the data are actually processed, are actually statistics are generated, and the data are analyzedprocessed, generayed and analyzed by the in a target target organization. However, Consequently, evaluation at these job and organizational levels requires greater budgetary allocation/resources to administer. This is one of the reasons why the SRTC had, until now, not conducted evaluation at job behaviour and organizational levels.to be effectively administered requires a greater budgetary allocation/resources.*

### **III. Challenges/Issues Facing the SRTC on its Training Programmes**

**14.** *One major challenge facing the SRTC is how to conduct its training programs with little or minimum support from the government in the future. At present, the bulk of SRTC fund for statistical training comes from the yearly appropriation it receives from the government. Considering the responsibility given to the SRTC as the focal agency for the*

*conduct of statistical training in the country, the fund is too small for the SRTC to really make a difference in the system. As such, the SRTC is right now looking into some options to deal with this situation. One option being pursued by the agency is accelerating its augmentation program for its endowment fund, which was created to serve as buffer fund to support the conduct of both statistical research and training in the Philippines. The fund started with just P7.0 million in 1988 and is now at the level of P62.0 million. Based on the investment plan of the government, the fund will be augmented at the rate of P20.0 million per year, such that by 2010, it will be at the level of P122.00 million. The target level for SRTC's endowment fund is P250.0 million. The SRTC hopes to achieve this goal in the next plan period covering 2011-2016. However, there are restrictions imposed on the use of said fund, namely: (a) only its income can be used by the SRTC for its research and training program; and (b) the fund is to be invested only in government securities. These two restrictions were placed to protect the fund and ensure its availability for long-term use. Because of the latter requirement and given the relatively low income rate for government securities, the SRTC can only generate income from its fund, at the most, 5.0% per year. Hence, this limits the ability of the SRTC to fund more statistical training programs every year that could help in upgrading the quality of statistical manpower in the country.*

15. *Another approach adopted by the SRTC to address its resource problem for the conduct of statistical training is by utilizing to the maximum the special provision in the country's annual budget law which allows the training institutions to use the collected training fees to finance the conduct of more training programs as well as the improvement of their existing training facilities. With this provision, training institution in the Philippines like the SRTC is no longer required to seek prior clearance from the government in using their training income for the purpose of conducting more training programs. This special provision was crafted many years ago by the former Budget Secretary sympathetic to the situation of the SRTC and similar training agencies and recognizes the important role these institutions play in the overall development of the country. Said special provision in the Philippine budget law is being fully utilized now by SRTC to expand its resource base in the conduct of training programs. Supplementing this approach is the acceleration of conduct of fee-based training programs as well as training programs with support from funding institutions to generate more income. Through this, more funds could be rechannelled for the conduct of training programs to the benefit of the statistical system.*

16. *Another problem confronting the SRTC right now is expanding the reach of its non-degree training program given the fact that: (a) it has a very small unit in-charge of said activity; (b) it is base only in Manila; and (c) there is a growing demand for such training at*

*the subnational level. To address this problem, the SRTC, early this year, has adopted a strategy to recruit the higher education institutions or local universities and colleges operating in the regions to serve as its training affiliates in areas where it has no presence. In this arrangement, the training affiliate is given the responsibility to determine the appropriate training program to be conducted locally, closely coordinate the conduct of pre- and post-training activities with the SRTC, collect fees from the participants, recommend the appropriate resource person/s for the training, and utilize the collected fees to defray the cost of the training except the honoraria of resource person/s. The SRTC, on the other hand, is responsible for the selection of appropriate resource person/s for the training, provision of subsidy to the local training by way of honoraria for the resource person/s, and provision of certificates to the successful participants of the training. However, to make this arrangement a viable one, the SRTC has made some investments in the following areas: (a) training the point person in each training affiliate on how to properly coordinate and manage a training program; (b) make an inventory of potential resource persons in the area and the possible topics they can handle; (c) undertake an inventory of all training materials and other related materials available at the SRTC that could be used in the conduct of local training; and (d) conduct of training programs for the potential resource persons to prepare them for the actual conduct of training courses. So far, the developed strategy is still in its early stage of implementation and nothing can be said about its results which the SRTC expects to come in only by early next year. However, the SRTC is banking much on this approach to make its presence felt more in the regions and reach more of its local clients. The affiliate institutions see this arrangement as an opportunity for them to generate additional income and be more relevant to the local area. At the same time, this serves as a vehicle in launching their own program of strengthening their research capability, especially the statistical side of it.*

### **III. SIAP Assistance to the Philippines/SRTC**

17. *In the last five years, the Philippines, through the SRTC, has been a recipient of many assistance and/or support from SIAP. These assistance and/or support vary from SRTC being selected as partner institution in the conduct of regional training courses, provision of budgetary support for the conduct of both regional training courses and country course, provision of needed resource persons for these trainings, access and/or free use of SIAP training materials for the SRTC training courses, provision of training slots to Tokyo-based training courses for SRTC personnel, and many more.*



*For the regional training courses, the SRTC, in many instances, has acceded to the request of SIAP to serve as its training partner in the conduct of these courses that cater to the statistical personnel of various national statistical offices in the region. Some of these regional training courses that the SRTC has hosted for SIAP in the last five years are: (a) Research-based Regional Course in 2004 and 2005; (b) Regional Course on System of National Accounts in 2006; and (c) Regional Course on Integrated Economic Statistics in 2007. In these courses, SIAP provided the fund to support the conduct of these regional courses, defray the costs of accommodations and allowances of the participants except the local ones, provided the technical experts who served as resource persons for the training courses, and made available the training materials used in these trainings. On the other hand, the SRTC provided some counterpart support to these trainings by way of making available its training facilities, lending its technical experts to serve as resource persons for the trainings, providing the needed administrative support to run the training, and shouldering some of the costs of the country courses.*

*Also, the country, through the SRTC, has been a recipient of SIAP outreach programme for many years. Among the trainings conducted in the Philippines under this program are the: (a) Country Course on Statistics for Human Resource Development Reports in 2002; (b) Country Course on Small Area Estimation in 2004; and (c) Country Course on Geographic Information System in 2005. However, it was noted that after 2005 no other country courses were conducted for the Philippines. Here, the SRTC hopes that SIAP would revive its program to support the conduct of more courses of this kind in the country.*

18. In general, this partnership of the SRTC and SIAP is beneficial to both institutions. The arrangement allowed SIAP to conduct more training programmes for the national statistics offices in the region at a reduced cost and strengthen the partnership it has developed with the SRTC in the conduct of its out-of-Tokyo training programs. Also, the arrangement afforded the SRTC the opportunity to conduct training that caters to the requirements of international clients, gain more experience in handling such kind of training, and enhance its capability of providing quality training programs to local and international clients. Likewise, through this partnership, the SRTC was able to showcase the capability of local statisticians as resource persons in international training and gain respect for the local lecturers.

#### ***IV. Some Inputs from SRTC Strategies to Consider in Enhancing the Effectiveness of Training Programmes***

1920. The SRTC has been in existence for almost twenty years already and has accumulated many experiences in the conduct and/or handling training programs. Because of this experience, the SRTC has listed some strategies that help ensure the effectiveness of its training programs. These strategies largely focus on resource persons and linkages.

20. One of these strategies includes broadening of the base to source the resource persons for the training programmes. This involves **Do not rely only on the in-house staff as the source of resource persons for the training programmes. Outsourcing resource persons for the training courses. Tapping also the** experienced staff or experts from **other units within the** statistical organization operating in the statistical system, academe, different agencies in the government and private sector to serve as resource persons. Since the life of statistical training programs rest primarily on the available lecturers, persons from the academe are generally more effective lecturers in training programs considering *their training and experience*. However, when dealing with various actual applications of statistics and utilizing statistical methodologies, these qualifications are found more among statisticians and practitioners in statistical agencies, different agencies in the government, research institutions, professional groups and private sector. In the Philippines, **t for the training programmes.** The practitioner-type of lecturers are usually sourced from statistical agencies like NSO and BAS. These personnel **se are personnel could be those who** are usually involved in survey methodology development, field operations, processing of census/survey data, analytical work on census/survey results, application of IT in statistical work, and packaging and dissemination of census/survey results.

20. In tapping these experts and personnel for the training programs, there is a need for the training institution to

131. **dDeveloping and maintaining a** strong linkages with the academic community, research institutions and professional groups so that their experts or professionals who have **good groundings** solid foundation and experience in statistics **could also be tapped** can be invited **for to the** conduct **of** statistical training programmes. **The is** pool of resource persons outside of the organization **could also be is** a good source of experts that **could be tapped** can be utilized for **the c**urriculum development and/or improvement as well as in the preparation of needed training materials for the programmes. However, for the latter work, these experts should be compensated separately.

21. To ensure that these resource persons will be properly compensated and continuously be available to do lecturing work with the training organization, **142. Come up**

*with Provision of an applicable and acceptable system of honoraria or remuneration for the resource persons should be provided so that they will be properly compensated and continuously be available to do lecturing work with the organization. This system of remuneration should be in accordance with the existing government-wide system of compensation so that it could easily be implemented for easier implementation. In coming up with said system, the following should be considered: (ai) the lecturer's academic background; (bii) his/her position in the government/statistical organization; and (ciii) his/her experience in the chosen statistical field/endeavor. In the Philippines, those with doctorate degree in statistics or related disciplines and/or holding director's position or higher are paid the maximum amount as allowed by existing government accounting and auditing rules. However, those within the training organization or group, although meeting the academic and necessary experience and who serve will serve as lecturers in the training programmes, are not allowed to claim honoraria since lecturing is considered as part of their regular job. Whenever possible, this system of honoraria or remuneration should be updated from time to time to make it competitive with those offered by other government training institutions or by the private sector.*

*153.22. To ensure the To eEnnsuringe availability of resource for any training course at anytime there should be rough it is needed, have a working anda ready list of resource persons for the statistical training programmes. The list should shall contain, at the very least, the following information: (ai) name of the resource persons; (bii) where the resource persons are connected, (ciii) their contact numbers and/or e-mail addresses; and (div) their areas of expertise. This reference list should be updated every year to serve as a ready pool of experts that can tapped requested to serve as resource persons in the conduct of training programmes and/or consultants in the development of curriculum and training materials for the training programmes. Again, tIdeally, such listing he list should must include names of those from within the organization, other government offices and private sectors.*

*23. To prepare the resource persons for the lecturing job, there is a need to i164. Investing in training the resource persons in on the proper conduct of lectures, preparation/ and proper use of visual aids, use of IT facilities to facilitate conduct of lecture, motivating participants to actively participate in every aspects of the training, proper way of managing workshops, etc. Per experience in the Philippines, this investment has somehow helped in improving the delivery of training programmes and getting the maximum attention and participation from the participants. Usually, this training is done in early part of the year or before the start of the implementation of yearly training programme. During this training,*

training experts handle the lectures **on updating** that update the resource persons on the latest approaches or techniques in conducting and delivering lectures while the SRTC training staff do the orientation on the new training equipment or facilities available for use by lecturers, and brief them on the course offerings for the year and their schedule. Also, this training serves as an opportunity to firm up the list of lecturers for each training course as well as their commitments to handle the training courses.

**175.** *To eExpanding the reach of its training programmes, the training institution may consider recruiting the higher education institutions (universities and colleges) as its training affiliates to deliver the training programmes in areas where it has no presence. In the Philippines, this scheme is now being used to reach more government institutions and local government units operating outside of Manila. Considering that SRTC is based only in Manila and has no presence in the regions, it has adopted this scheme strategy to deliver its training programmes and widen the reach of its training services. However, to make this arrangement a viable one, there is a need to invest in the following activities: (i) train the point person in each training affiliate on how to coordinate and handle training programs; (ii) make an inventory of potential resource persons in the area and the possible topics they can handle; and (iii) conduct training program for the potential resource persons on how to handle and properly conduct training programs.*

**24186.** *To finance the conduct of training programs, there are several options that may be considered. One option is for the training institution to fully subsidize the conduct of training programmes. This means that every year, the training institution shall allot funds for **the conduct of its** training programmes. Another **option** alternative is to charge a fee from each of the training participants, covering all expenses for the training from the collected fees. **for the training institution to charge a fee from each of the training participants, which means that all expenses for the training will be covered by the collected fees. Another way to fund the training programmes is to look for sponsor/s****Sponsorships** Sponsorships of the trainings from **which may be** another government office or other institutions with stakes on the training programmes can also be considered. In the Philippines, the regular training programmes are fully funded by fees collected from the participants. On the other hand, the customized or specialized trainings are usually funded by a proponent institution which is a government office, a private institution, or a foreign funding institution. **Sometimes, the** There are instances where SRTC **also** provides a subsidy to this kind of training by way of financing the honoraria of resource persons just to ensure that **the appropriate resource persons is made available for** will conduct the training.*

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