

Training Needs Assessment of Women's Organizations in Camarines Norte, Philippines

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Abstract

Empowering the marginalized sectors of the society is among the mandates of Higher Education Institutions in the Philippines through its extension and community involvements. The need to identify the needs of the community is vital in providing quality, meaningful, and relevant interventions, hence, training needs assessment should be conducted. This study determined the profile of women's organizations, their training needs and the challenges they encountered. This study utilized quantitative-descriptive method using structured survey questionnaire in gathering relevant data from the selected members of women's organizations in Camarines Norte. The study revealed that in terms of training needs on life skills, both organizations need to be trained on leadership/organizational skills, wellness and mental health while in terms of technical skills, both needs to be trained on digital/ICT skills, basic computer applications, effective communication, bookkeeping and feasibility study preparation. In terms of livelihood skills, both needs to be trained on natural farming system and meat processing. The major challenges are lack of linkages with other organizations and budget constraints. Based on the results of the study, it is hereby recommended that women's organizations seek partnerships and linkages with local government agencies and academic institutions to help in carrying out the crafted training designs on livelihood for continuity and survival.

Keywords: *Life skills, technical skills, livelihood skills, training design*

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Introduction

Extension activities to marginalized sectors in the community and society help in uplifting the lives of people, thereby ensuring ways and means to combat problems and issues in the community. According to Human Flourishing Program of the Harvard Institute for Quantitative Social Science (2019) evidence-based activities and interventions have been shown to promote well-being which include various aspects of human flourishing including happiness and life satisfaction, mental and physical health, meaning and purpose, character and virtue, and close social relationships.

In ensuring quality in the delivery of extension services, training needs assessment should be done. Training needs assessment is an ongoing process of gathering data to determine what training needs exist so that training can be developed to help the organization accomplish its objectives. Conducting needs assessment is fundamental to the success of a training program (Brown, 2002).

Similarly, various relational and institutional commitments can be voluntarily pursued which likewise have been shown to have substantial effects on well-being. Each of these activities or commitments in some way involves an orientation for the benefit of the majority. The nature of, and evidence for, various cognitive and behavioral activities and interventions, various relational and institutional commitments, and also various workbook interventions have been shown to promote well-being (VanderWeele, 2019). This is in response to the United Nations Sustainable Development Goal No. 5 on gender equality which aims to achieve gender equality and empower all women because they still lag behind in terms of development.

In support of gender and development initiatives of the government, the Commission on Higher Education (CHED) issued a Memorandum Order No. 01 s. 2015 also known as “Establishing the Policies and Guidelines on Gender and Development in the Commission on Higher Education and Higher Education Institutions” mandates Gender-Responsive Extension Program (GREP) which refers to a collaborative set of activities designed by the Higher Education Institutions (HEIs) to contribute to the empowerment of both the institution and identified communities to promote and achieve the core value of gender equality.

Relevant to the pursuit of excellence in its trifocal functions, Camarines Norte State College (CNCS) as it gears toward becoming a world-class research university in 2032, is strengthening its research and extension accomplishments. One of the strategies to do so is the conduct of research-based extension programs, activities or projects (PAPs) to uplift and empower women

and men through extension and community involvement. Responding to the mandates of HEIs; the Operational Plan annually of the college reflects one of the quality objectives of improving the competitiveness through Livelihood Initiatives for the Needy and the Grassroots to Alleviate Poverty (LINGAP) and *Kolehiyo at Komunidad, Katuwang sa Pag-unlad* (KKK) Flagship Programs particularly conducting research-based trainings to program recipients.

The province of Camarines Norte have many people's organizations, and three (3) of them are women's organizations based on the records of Provincial Planning and Development Office (PPDO) Provincial Government of Camarines Norte in 2019. Kalipunan ng Liping Pilipina (KALIPI) and Rural Improvement Club Council (RIC) were chosen as they need more assistance in terms of livelihood. These organizations encounter problems in terms of project implementation in the communities being and these can be addressed through identification of their training needs. Strengthening these women's organizations will also redound to the contribution to women empowerment in the province and in the achievement of the noble purpose of extension.

This study gave light to the training needs assessment of women's organizations in Camarines Norte as basis for training designs for livelihood. Specifically, this research identified the profile of women's organizations; their training needs in terms of life skills, technical skills, and livelihood skills, their constraints and challenges in order to develop training designs on livelihood.

Methodology

This study used quantitative-descriptive method to gather relevant data from the members of women's organizations. It includes registered women's organizations: KALIPI and RIC in Camarines Norte as determined by Provincial Planning and Development Office (PPDO) in 2019. Based on records of PPDO in 2021, KALIPI Sta. Elena Chapter and RIC San Vicente Chapter were the most active organizations even during the pandemic, as such, these chapters were chosen purposively and total enumeration was used in determining the respondents from these chapters which are the chapter officers, which include 9 each or a total of 18 respondents.

The data was collected through modified survey questionnaire patterned in the Training Needs Assessment form of the CNSC Extension Services Division; however, it was modified to meet the objectives of the study. The survey questionnaires were answered through meeting the respondents in person with the approval of the organization officers. After the conduct of surveys and collating all the results, it was tabulated and analyzed. Frequency count and percentage was

utilized to determine the profile of the respondents, and the challenges of women's organizations, while weighted mean was used to identify the training needs.

Findings

The study shows that KALIPI Sta. Elena Chapter already exists for more than 10 years as compared to RIC San Vicente Chapter existing for more than one year and new in their operations. In terms of priority projects, both prioritize livelihood projects to be able to augment also the income of the members of the family. In terms of generating income for the women's organizations, they both agree that they impose collection of membership fee, seek support from government organizations and initiate income generating projects. The KALIPI Sta. Elena Chapter members were trained in terms of food processing and capacity building seminars. On the other hand, RIC San Vicente Chapter have different attended seminars and trainings which include meat processing, organic farming and cacao production.

In terms of life skills, both KALIPI and RIC agreed that they highly need to be trained on leadership/organizational skills, and wellness and mental health. In terms of technical skills, both highly agree that they need digital/ICT skills, basic computer applications, effective communication, bookkeeping, and feasibility study preparation. In terms of livelihood skills, both organizations agree that they very much need natural farming system, and meat processing. The major challenge encountered by KALIPI is lack of linkages with other organizations while RIC is budget constraints.

Conclusion

Based on the findings, the study arrived at these conclusions: KALIPI exists for more than 10 years and RIC for less than 3 years, both prioritizes livelihood projects, with sources of income coming from membership fee, support from government organizations and IGPs, and with different seminars/trainings attended. In terms of training needs on life skills, both organizations need to be trained on leadership/organizational skills, wellness and mental health, while in terms of technical skills, both agree that they need to be trained on digital/ICT skills, basic computer applications, effective communication, bookkeeping and feasibility study preparation. In terms of livelihood skills, both needs to be trained on natural farming system and meat processing. The KALIPI's major challenge is lack of linkages with other organizations while RIC is budget constraints. It is hereby recommended that women's organizations may seek partnerships and linkages with government and non-government organizations particularly on livelihood activities

and funding requirements and the proposed training designs may be presented to possible industry partners for implementation.

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