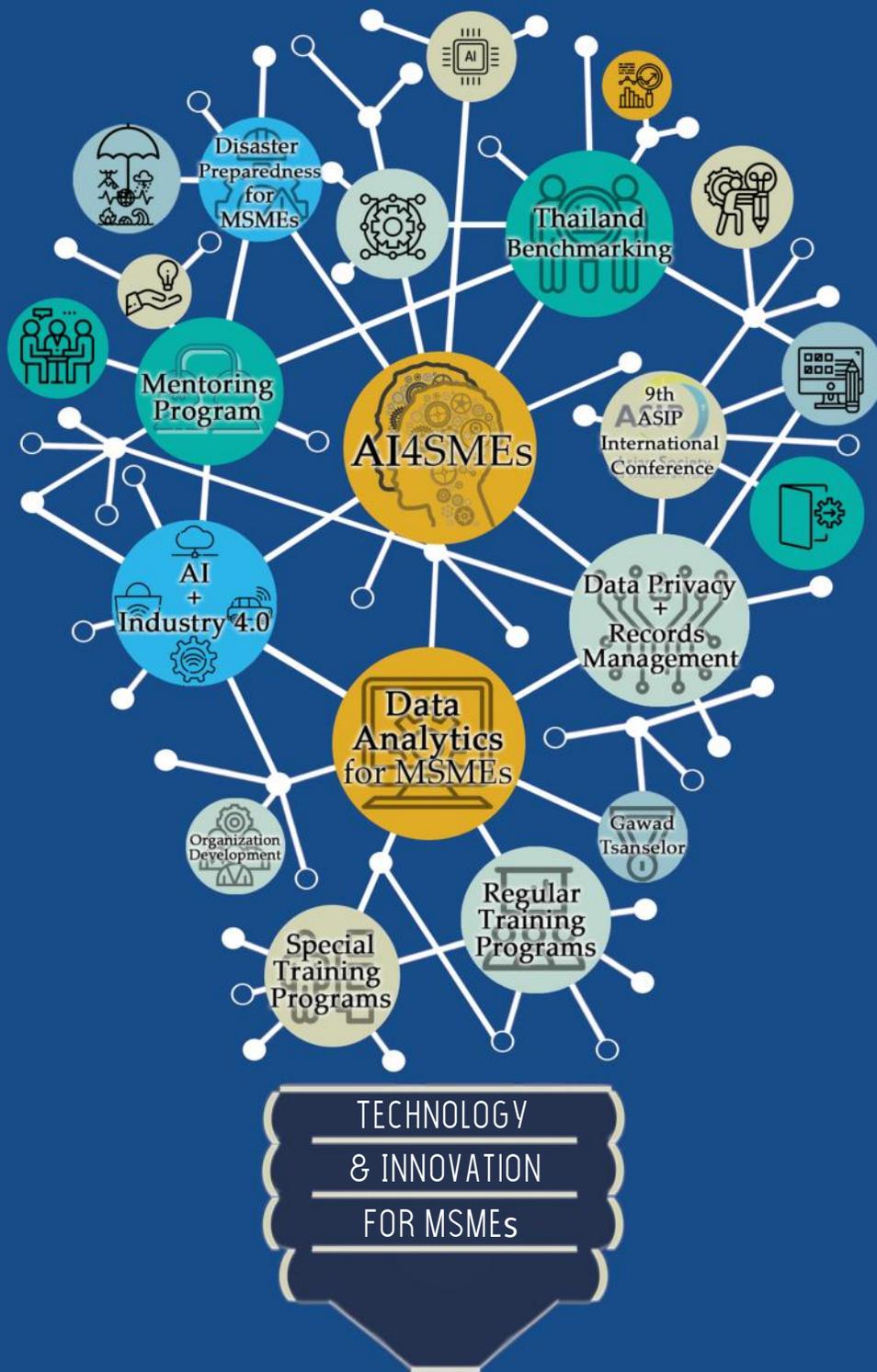


ANNUAL REPORT 2019



UNIVERSITY OF THE PHILIPPINES
INSTITUTE FOR SMALL-SCALE INDUSTRIES



1966-2019



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UP ISSI
ANNUAL REPORT
2019

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UP ISSI VISION

As the country's micro, small, and medium enterprise (MSME) prime mover, we are committed to nurture a robust MSME sector — one that is resilient, relevant, and responsive to the times.

MISSION

UP ISSI is a nationally-recognized Institution mandated to provide leading research, training, and extension services and committed to the empowerment and growth of MSMEs in collaboration with stakeholders.

CORE VALUES

U plifting	We seek to improve the lives of micro, small, and medium entrepreneurs.
P ioneering	We initiate ideas that promote entrepreneurial pro-activeness.
I nnovative	We adapt to change and continuously transform ideas into entrepreneurial actions.
S ynergistic	We work as a team to achieve our goals.
S ervice with Compassion	We serve MSMEs in any and every way we can.
I ntegrity	We deliver honest service and take responsibility for results.

2019

Quality Policy

We provide best-in-class services and total customer experience to all our clients with honor and excellence.

Environment, Health, Safety, and Security Policy

- ◆ We are committed to operate in a safe, healthy and environmentally-friendly work environment.
- ◆ We shall comply with all applicable safety, health and environmental laws, regulations and other requirements.
- ◆ We shall continually improve our environmental performance and pursue prevention of environmental pollution in any form.
- ◆ We shall continuously educate and promote safety, wellness and environmental awareness to all our employees, clients, partners and other stakeholders.
- ◆ We shall safeguard and protect the assets and properties of the Institute.

DIVISIONS & SERVICE STREAMS

Director's Office

DO

Business Enterprise
Development Division

BEDD

Research Division

RD

Administrative Delivery
Division

ADD

Training & Entrepreneurship
Education Division

TEED

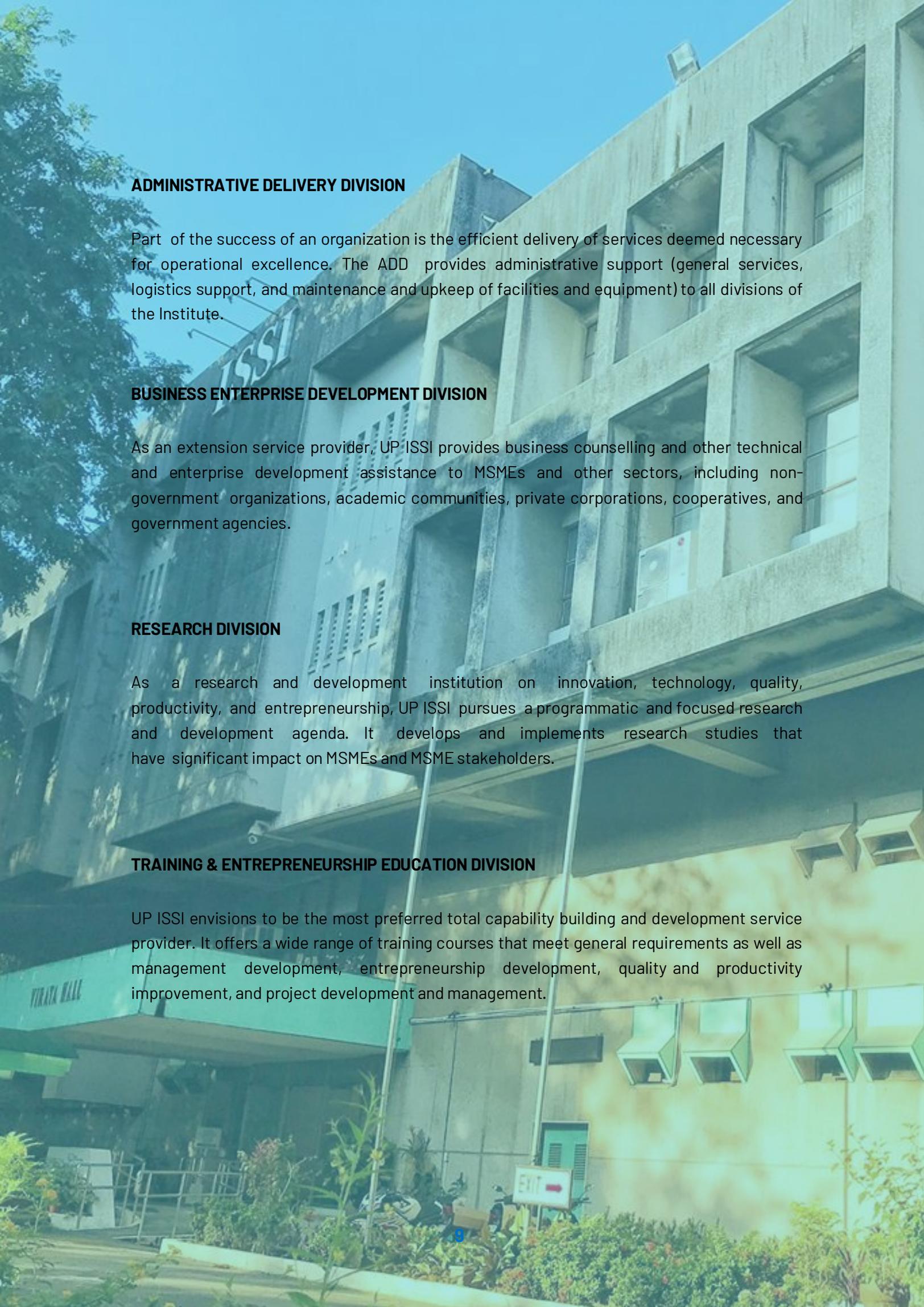
TARGET PUBLICS

Intermediate Publics

Trainers
 Extension officers
 Government organizations
 Non-government organizations
 Industry associations
 Financial institutions
 Local government units
 International partners
 Other private entities advocating the
 advancement of MSMEs

Final Publics

Students
 Startups
 Entrepreneurs
 Women's groups
 Cooperatives
 Entrepreneurship educators and
 mentors
 MSME single proprietors
 MSME corporations



ADMINISTRATIVE DELIVERY DIVISION

Part of the success of an organization is the efficient delivery of services deemed necessary for operational excellence. The ADD provides administrative support (general services, logistics support, and maintenance and upkeep of facilities and equipment) to all divisions of the Institute.

BUSINESS ENTERPRISE DEVELOPMENT DIVISION

As an extension service provider, UP ISSI provides business counselling and other technical and enterprise development assistance to MSMEs and other sectors, including non-government organizations, academic communities, private corporations, cooperatives, and government agencies.

RESEARCH DIVISION

As a research and development institution on innovation, technology, quality, productivity, and entrepreneurship, UP ISSI pursues a programmatic and focused research and development agenda. It develops and implements research studies that have significant impact on MSMEs and MSME stakeholders.

TRAINING & ENTREPRENEURSHIP EDUCATION DIVISION

UP ISSI envisions to be the most preferred total capability building and development service provider. It offers a wide range of training courses that meet general requirements as well as management development, entrepreneurship development, quality and productivity improvement, and project development and management.

2019 ANNUAL REPORT HIGHLIGHTS



Gawad Tsanselor

ASIP 2019 International Conference



Artificial Intelligence (AI) for MSME's

Thailand Benchmarking



2019: THE YEAR THAT WAS

Welcome remarks from the UP ISSI Director



Malugod naming ibahagi sa inyo ang mga tampok na mga kaganapan sa ISSI nitong taong 2019. Sa papamagitan ng mga programa para sa pagpapaunlad ng kasanayan at kaalaman, adbokasiya, pananaliksik at patuloy na mentoring, nagampanan ng ISSI ang kanyang mandato na suportahan ang mga MSME (micro, small, medium enterprises). Ilalahad ko ang ilan sa mga naging pangunahin na gawain.

Isa sa mga napag-usapan noong Disyembre 2018 ISSI Strategic Planning ay ang pagbubuo ng isang programa na lalahukan ng lahat ng dibisyon na may partikular na tutok sa isang industriya. Naumpisahan ng isang core group ng mga staff ang pagtukoy sa industriya ng kape sa Atok, Benguet.

Ang industriya na ito ay bahagi ng binuong roadmap ng DTI CAR para sa mga MSME. Inumpisahan ang pananaliksik sa kalagayan ng industriya, katuwang ang ACOGMAC, isang kooperatiba ng kape sa Atok. Mula sa pananaliksik na ito, nakapagbuo ng ilan pang mga gawain pang-ekstensyon na sisimulan sa 2020. Sa pamamagitan ng mga pagsasanay at mentoring, inaasahang higit pang mapahusay ng ACOGMAC ang kanilang kakayahan upang mapaayos ang pagpapatakbo ng kanilang negosyo. Mahalaga at naging mabunga ang proseso nang bahaginan ng karanasan, kaalaman at pagsusuri sa pananaliksik na nilahukan ng maraming staff mula sa tatlong dibisyon ng ISSI. Nagpapasalamat kami sa suporta na binigay ng DTI MSME DC para maisakatuparan ang proyekto na ito.

Isang layunin din na napag-usapan sa Strategic Planning ay ang patuloy na pagpapataas ng kasanayan ng mga staff upang magampanan ang kanilang mga gawain. Isang paraan na natukoy ay ang pagkaroon ng benchmarking trip sa kalagayan ng mga MSME sa ibang bansa, partikular sa Thailand kung saan maunlad ang sektor ng MSME. Sa suporta na binigay ni Tsanselor Tan, pumunta ang walong staff ng ISSI kasama si Bise Tsanselor Nemenzo at isang staff ng TTBD0 / OVCRD sa Bangkok noong Hunyo upang matuto mula sa mga karanasan at programa para sa MSME ng ilang opisina ng pamahalaan, mga micro at small enterprises, at ng isang unibersidad. Mula sa byahe na ito, natasa ng ISSI kung paano pa nito higit na mapahusay ang kanyang mga programa para sa pagtugon ng ilang mga kailangan ng mga MSME. Nagpapasalamat din ang ISSI sa malaking suporta ng binigay ng Royal Thai Embassy sa Pilipinas.

Ginanap naman noong Oktubre ang 2019 ASIP (Asia Society for Innovation and Policy) international conference na may temang "Technology and Innovation for SMEs" na nilahukan ng halos 100 kinatawan mula sa South Korea, India, Malaysia, Pilipinas at iba pang mga bansa. Unang pagkakataon ito na naging co-host ang ISSI ng isang malaking internasyunal na kumperensiya. Maraming aral ang napulot ng mga ISSI staff bilang sila ay bahagi ng conference staff, presenter, participant, at sa kanilang pakikisalamuha sa ibang mga conference participants. Maraming aral din ang nakuha hinggil sa pag-host ng conference. Nagpapasalamat ang ISSI sa tiwala at suporta na binigay ng buong pamunuan ng ASIP, ni Tsanselor Tan at ni Bise Tsanselor Nemenzo.

Naumpisahan naman ang pagtulong sa mga pamayanan na nangangailangan ng dagdag kaalaman hinggil sa pagnenegosyo. Nakipag-ugnayan at nakipag-aralan ang mga staff sa mga naninirahan sa Sapang Munti, sa may Ipo Dam sa Norzagaray, Bulacan. Sila ay nangangalakal ng mga BBQ sticks at iba't ibang mga produkto mula sa kawayan tulad ng windchimes. Mula sa karanasan na ito, nabuo ang "Communities of Practice for Entrepreneurship" (COPE) Program na maaaring ibahagi din sa ibang mga pamayanan sa susunod na taon.

Dalawang bagong pagsasanay para sa mga MSME ang nilunsad ngayong taon – ang IMPACT (Improving Professional Communication Techniques) for Entrepreneurs at ang Data Analytics. Ang IMPACT ay dinesenyo para sa partikular na mga pangangailangang pang-komunikasyon ng mga micro at small enterprises, na kaiba sa pangangailangan ng mga medium enterprises. Ang Data Analytics naman ay dinesenyo para tugunan ang kasalukuyang mga hamon na hinaharap ng mga MSME para sa pangongolekta at pagsuri ng mga datos na makakatulong sa pag-unlad ng kanilang mga negosyo.

Sa lahat ng mga gawain na ito, parehong mga technical at admin staff ang nagtutulungan upang matupad ang mga layunin ng mga proyekto.

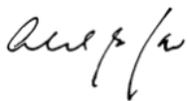
Sa usapin naman ng organisasyon, binigyang oras ng mga kasapi ng ISSI Executive Committee ang pagtasa ng mga Vision, Mission at Core Values. Sa tulong ni Prop. Lenore dela Cruz, director ng Office of Extension Coordination, binalikan ang mga nakasulat na VMG at nilatag ang mga nais tunguhin at gampanan ng ISSI. Ang mga bagong statements ng vision, mission at core values ay napag-usapan at pinagkaisahan sa isang general staff meeting noong Hunyo 2019.

Naumpisahan din ang regular na mga staff development sessions upang makapagbahagi ng mga bagong kaalaman sa mga staff. Naganap ito tuwing ikatlong buwan (quarterly), at sinasabay na rin dito ang pagdiwang ng mga kaarawan ng mga staff. Naging magandang pagkakataon ito upang magkadaupang palad ang mga staff sa isang masaya at makabuluhang araw.

Bilang panghuli, sa isang pambihirang pagkakataon, dalawa sa senior staff ng ISSI ay nagawaran ng Gawad Tsanselor sa Natatanging REPS noong Hunyo 2019. Kinilala ng Unibersidad ang husay ng mga naging kontribusyon nila Dong Cubillas at Alan Diaz sa mga programa ng ISSI. Malaking karangalan ang kanilang binigay para sa institusyon.

Ang mga detalye ng mga kuwentong nabanggit at ang iba pang mga nagawa ng ISSI ay inyong matutunghayan sa mga susunod na pahina. Muli, nagpapasalamat kami sa lahat ng mga sumuporta sa ISSI sa buong 2019 at sa lahat ng mga tumangkilik sa mga programa at serbisyo nito. Personal akong nagpapasalamat sa lahat ng staff na walang sawang ginampanan nang maayos at mahusay ang kanilang mga tungkulin.

Padayon ISSI!



Aleli B. Bawagan, Ph.D.

Director, UP ISSI (October 2018–present)

Message from the UP Diliman Vice Chancellor for Research and Development



Last year, the UP Board of Regents (BOR) approved the transfer of the Institute for Small-Scale Industries (ISSI) to the Office of the Vice Chancellor for Research and Development, as part of the reorganization of UP Diliman offices. The reason for this was recognition of the research and extension mandate of ISSI. With the transfer, I hope to see a strengthening of ISSI's research, public service and outreach activities as well as closer coordination with other research and extension units of the university.

I am happy to see that ISSI has indeed been moving in this direction. After the successful 2018 MSME conference that featured recent research and extension activities on our micro, small and medium enterprises sector, ISSI has linked with both local and international agencies to put together efforts and learn from others' experiences. This year we hosted the 2019 International Conference of the Asian Society for Innovation and Policy, which looked at the role of technology and innovation in the development of Asian SMEs. In June 2019, I also joined the officers of ISSI in their bench-marking trip to Bangkok, where they visited government and private sector offices that support Thai SMEs.

My takeaways from these interactions: 1) beyond entrepreneurship, we need to provide our MSMEs training and support to drive innovation and creativity; 2) government has to create the enabling environment for our MSMEs to thrive, and facilitate the integration of small enterprises into our country's more strategic industrial programs.

As a research and extension unit of a public university, I hope ISSI will help both the public and private sector promote the interests of our MSMEs, through policy research, training and other programs. Congratulations to the hard-working staff and officers of ISSI on the 53rd anniversary of the Institute!

A handwritten signature in black ink, consisting of stylized initials and a long horizontal stroke.

Fidel R. Nemenzo, D.Sc.

Vice Chancellor for Research and Development, UP Diliman

UP ISSI
BY THE NUMBERS

50

Training programs ran in 2019

21

Regular Programs

29

Special Programs

Female
54% (802)
 Male
46% (679)



610

Participants under regular programs

871

Participants under special programs

1% age below 20 (13)
 48% age 21-30 (684)
 26% age 31-40 (374)
 15% age 41-50 (211)
 7% age 51-60 (104)
 2% age 61-70 (28)



4.73

For training programs (out of 5.0)

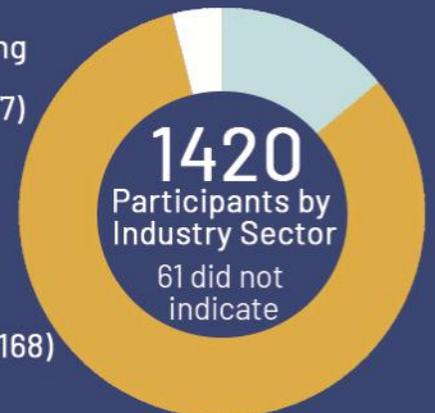


Good (16)
 Better (319)
 Best (984)



Micro Enterprises
12% (66)
 Small Enterprises
24% (127)
 Medium Enterprises
18% (99)
 Large Enterprises
46% (248)

Manufacturing
14% (197)
 Trading
4% (55)
 Services
82% (1168)

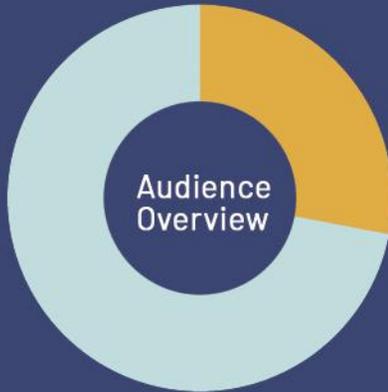


* Figures include participants of regular programs only

700K

Total Website Pageviews in 2019

New Visitor **28%**
 Returning Visitor **72%**



Top Landing Pages Report

www.entrepreneurship.org.ph/	25%
2020 UP ISSI Training Calendar	13%
UP ISSI Training Courses	25%
2019 UP ISSI Training Calendar	12%
Managers Course	25%



Top 5 Countries

Philippines	97.2%
India	1.1%
United States	.65%
Saudi Arabia	.55%
Singapore	.50%

up issi = **42%**
 up issi training calendar 2019 = **29%**
 upissi = **12%**
 accounting for non accountants = **9%**
 issi = **8%**



11K

Social Media Followers in 2019

Facebook Follower Demographics (Gender, Age)



Top Post Reached

The Bakwit kids are part entrepreneurs	124.9K
The Philippines is 99.6% MSMEs compete directly with giant...	15.2K
Tips for making your farm more profitable	11.9K
The first farmer-owned motorcycle tires using 100% local rubber...	8.2K
Let us be entrepreneurial	5.3K

Quezon City **43%**
 Manila **25%**
 Caloocan City **15%**
 Bacolod City **9%**
 Pasig City **8%**



Top Facebook Events Insights

Tara Na, Negosyo Na! Year	199.3K
54 th Start Your Own Business (SYOB) Course	65.4K
Kwentahan Tayo: Pinadaling Accounting Para Sa 'yong Negosyo	55.5K
7th Financial Management for Entrepreneurship and Investment	40.1K
2019 ASIP International Conference on Technology and Innovation	33.1K

340K

People Reached from 29 Events Insights

TRAINING PROGRAMS

Regular Programs

Courses	Inclusive Dates	Number of Participants
54 th Accounting for Non-Accountants (AfNA)	January 26 - March 2, 2019 (6 Saturdays)	27
65 th Productivity through Effective Supervision (PES) Course	January 26 - March 2, 2019 (6 Saturdays)	36
118 th Managers Course	January 26 - June 22, 2019 (21 Saturdays)	55
40 th Strategic Marketing Course (SMC)	February 23 - March 30, 2019 (6 Saturdays)	21
18 th Strategic Human Resource Management (SHuRe) Course	February 23 - March 30, 2019 (6 Saturdays)	30
3 rd Honing Agents for National Disaster Awareness (HANDA)	March 19-21, 2019 (3 Days)	13
53 rd Start Your Own Business (SYOB) Course	July 6 - August 17, 2019 (7 Saturdays)	16
119 th Managers Course	July 6 - November 30, 2019 (21 Saturdays)	92
55 th Accounting for Non-Accountants (AfNA)	July 6 - August 10, 2019 (6 Saturdays)	51
1 st Improving Professional Communication Techniques (IMPACT) for Entrepreneurs	July 6 - August 10, 2019 (6 Saturdays)	10
2 nd Data Analytics Course	August 6-8, 2019 (3 Days)	24
7 th Financial Management for Entrepreneurship and Investment (FINEST)	August 17 - September 21, 2019 (6 Saturdays)	24
12 th Advanced Leadership and Management Course (ALMA)	August 17 - October 26, 2019 (11 Saturdays)	33
41 st Strategic Marketing Course (SMC)	September 14 - October 19, 2019 (6 Weekdays)	13
64 th Comprehensive Course on Instrumentation and Process Control	September 14 - October 19, 2019 (6 Weekdays)	8
54 th Start Your Own Business (SYOB) Course	October 12 - November 30, 2019 (7 Saturdays)	17
5 th Total Productive Maintenance Course (TPMC)	October 8-24, 2019 (6 Weekdays)	35
56 th Accounting for Non-Accountants (AfNA)	October 8-24, 2019 (6 Weekdays)	34
66 th Productivity Through Effective Supervision (PES) Course	October 8-24, 2019 (6 Weekdays)	52
5 th Honing Agents for National Disaster Awareness (HANDA)	November 12-14, 2019 (3 Days)	19

Special Programs

Courses	Inclusive Dates	Number of Participants
Credit Risk Management Course (Progressive Bank)	February 20-24, 2019	32
Small Business Counselors Course 105 (Department of Trade and Industry 12)	March 18-22, 2019	35
SBCC 101 (DTI 6)	April 1-5, 2019	35
SBCC 101 (DTI 5)	April 8-12, 2019	25
SBCC 103 (DTI 5)	May 6-10, 2019	39
SBCC 101 (DTI 9)	May 6-10, 2019	26
Business Resilience & Technology Mapping Workshop (Department Of Science and Technology 8)	May 20-22, 2019	53
SBCC 101 (DTI 1)	June 3-7, 2019	51
SBCC 103 (DTI 9)	June 17-21, 2019	37
SBCC 101 (DTI 4A)	June 24-28, 2019	32
SBCC 103 (DTI CAR)	July 22-26, 2019	35
Tara Na, Negosyo Na! Year 9	August 2, 2019	
SBCC 104 (DTI 9)	Aug 12-16, 2019	44
Leadership and Management Training (Philippine Fisheries Development Authority) Batch 1	September 4-5, 2019	17
SBCC 103 (DTI 6)	September 9-13, 2019	36
SBCC 104 (DTI CAR)	September 16 - 20, 2019	34
One-Stop-Shop: Developing BOI Frontliners as Business Consultants	October 10,11, 17, Nov. 27, 28, 29, 2019	19
SBCC 101 (DTI 3)	October 21-25, 2019	30
Business Continuity Planning (LGU Isabela)	October 28-30, 2019	25
Service Continuity Planning (Commission on Higher Education)	November 13-15, 2019	60
Service Continuity Planning (Commission on Higher Education)	November 27-29, 2019	54
SBCC 101 (DTI 8)	November 25-29, 2019	33
SBCC 105 (DTI 8)	November 25-29, 2019	45
Leadership and Management Training (PFDA) Batch 2	November 21-22, 2019	18
Honing Agents for National Disaster Awareness (Bataan LGU)	August 1-2, 2019	24
HANDA (Bataan LGU); Bataan	August 13-14, 2019	16
HANDA (Bataan LGU); Bataan	August 19-20, 2019	18
BCP (DTI CAR-Atok); Baguio City	September 5-6, 2019	25

TRAINING: REGULAR PROGRAMS

Accounting for Non-Accountants (AfNA) Course



The Accounting for Non-Accountants Course enables participants with no accounting background to explain and apply the principles, basic tools, and techniques of the accounting process. From technical concepts to practical applications, the AfNA participants are expected to gain knowledge and confidence in preparing financial statements and analyzing financial transactions and records.

Productivity through Effective Supervision (PES) Course



The Productivity through Effective Supervision Course seeks to develop supervisory knowledge, skills and attitudes for effective and efficient management of people on one hand, and management of operations on the other. ISSI recognizes the pertinence of a supervisor's post as one of the most demanding in an organization as it requires managing people and operations of critical resources and logistics. The course ultimately aims to graduate effective supervisors who will drive their organization towards optimum levels of output through motivated and inspired employees.

Managers Course (MC)



The Managers Course is the flagship training program of the Institute; it is also the longest running and the most frequently held of all the courses. MC is composed of modules which cover the four functional areas of management: marketing, operations, organization, and finance. It aims to demonstrate proficiency and competence in optimizing organizational resources, nurturing customers and winning markets, innovating value-added processes, fostering knowledge management, thinking strategically, maximizing information and technology, anticipating and affecting change, and building a culture of excellence and innovation.

MC's main application exercise is the conduct of the Integrated Organizational Survey and Assessment (IOSA), an enterprise audit covering the aspects of marketing, operations, organization and finance. Besides being a practicum exercise where participants apply their managerial knowledge and competencies, IOSA also has an extension or consultancy component in coordination with the Business Enterprise Development Division.

Strategic Marketing Course (SMC)



The Strategic Marketing Course aims to prepare the participants for the market undergoing rapid change. It introduces strategic controls that are designed to make them adapt to the constantly evolving needs and concerns of their clientele and competition. The course teaches a strategic framework of knitting together profit goals and their impact on the marketing strategy, market and product business portfolio, market segmentation and positioning strategies. The concept of strategic marketing provides a perspective and emphasis that extends beyond the traditional focus on managing the marketing mix, which is imperative for entrepreneurs and business startups alike.

Strategic Human Resource Management (SHuRe) Course



The Strategic Human Resource Management Course seeks to enhance the participants' capability in undertaking responsibilities in the area of Human Resource Management. Recognizing that the organization's greatest asset is their personnel, the course was designed to provide tools and practical knowledge, skills and attitude to be an effective HR leader. Managing human resources is an assurance that employees are able to meet the organization's goals and targets.

Start Your Own Business (SYOB) Course



The Start Your Own Business Course is one of the longest running course offerings of UP ISSI. The course seeks to develop the entrepreneurial motivation and confidence as well as reinforce basic management skills of aspiring entrepreneurs. Participants are able to demonstrate personal entrepreneurial competencies, and in so doing, formulate a basic business plan at the end of the program. Staying true to its mandate to nurture a robust MSME sector, ISSI through SYOB helps strengthen the foundation of resilient and relevant enterprises one Pinoypreneur at a time.

Improving Professional Communication Techniques (IMPACT) for Entrepreneurs



The Improving Professional Communication Techniques (IMPACT) Course harnesses the power of communication in one's professional as well as personal life. It employs active training methodologies which encourage the participants to develop confidence in public speaking. Through the enhancement of oral and written communication skills, focusing on effective use of language, voice and body, IMPACT will turn ordinary speakers into confident and articulate communicators. Ultimately, the participants will be able to apply and demonstrate improved written and oral communication skills in the workplace.

Data Analytics Course



The Data Analytics course focuses on skills building (use of software for the participants owned or simulated data), individual or group projects (building purposeful dashboards), cloud connectivity, collaboration and use of existing internal and external data for better management insights, performance and growth. Participants will be able to appreciate the big data and macro figures of the industries as it applies to their own enterprises.

Financial Management for Entrepreneurship and Investment (FINEST)



The Financial Management for Entrepreneurship and Investment Course aims to upgrade the financial management skills of finance managers, business owners and other entrepreneurial-minded individuals who wish to use financial management for effective decision making using financial tools and techniques. The course covers financial statement analysis, working capital management, financial forecasting, capital budgeting, and business taxation.

Advanced Leadership and Management Course (ALMA)



While the thrust of the MC has been to orient and upgrade knowledge and skills in marketing, financial, human resource, and operations management, the Advanced Leadership and Management Course anchors on such competencies and further expands them with a greater emphasis on critical areas of management like leadership, innovation, technology, environment, people management, strategic management, risk management, and customer relations management. It ultimately aims to equip participants with sustained growth competencies zeroing in on analytical and systematic approaches. ALMA produces technology-driven leaders and managers who quickly learn, evaluate, apply and disseminate management information and practices without compromising honor and excellence.

Comprehensive Course on Instrumentation and Process Control



The Comprehensive Course on Instrumentation and Process Control focuses on the fundamentals of instrumentation and process control system as used in the industry. Using a hands-on approach, the concept of Industrial Automation and Instrumentation is introduced through the teaching of principles and simulation of their industrial applications in the laboratory, highlighting the repair and calibration techniques on various instruments.

Total Productive Maintenance Course (TPMC)



The Total Productive Maintenance Course aims to instill the TPM culture to the participants, wherein the principles and framework of TPM will be applied as well as the different tools and techniques in preventive maintenance that are effective in addressing machinery maintenance concerns. The course leverages proven approaches to accelerate organization capability development, which ultimately translates into higher levels of business performance.

Honing Agents for National Disaster Awareness (HANDA)



The Honing Agents for National Disaster Awareness program is a Business Continuity Planning workshop specially designed for MSMEs. The course aims to increase awareness of participants on disaster preparedness through BCP using the multi-hazards approach.

Affiliate Resource Persons

GERMEE RONIROSE N. ABESAMIS

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TARA NA, NEGOSYO NA! YEAR 9

Perseverance Amidst Business Storms

The ninth run of the "Tara Na, Negosyo Na!" was held on August 2, 2019 at the ISSI building.

UP ISSI Director Dr. Aleli B. Bawagan welcomed the participants by thanking them for attending the event despite the heavy rains, saying "it is an indication that you are serious in going into business."

Bless A. Clerigo and Mohidin P. Abdul, of the Training and Entrepreneurship Education Division (TEED), then guided the participants in going through the "Personal Entrepreneurial Competencies" (PECs) exercise. PECs is a tool that focuses on the key characteristics that an entrepreneur should have.

This was followed by a formal session on "Ease of Doing Business", which focused on the Department of Trade and Industry's (DTI) Step-by-Step Process

and other types of authorizations.

Meanwhile, Atty. Ma. Romelda Soledad, BIR's Officer -in-Charge of New Business Registration Section, summarized the forms needed in business registration.

The highlight of the event was the testimonials of six entrepreneurs coming from different industries. Their stories of triumphs and trials, of mistakes and lessons, of trying, failing, and succeeding, enlightened the participants on the realities of doing business. More importantly, the unwavering persistence showed by these entrepreneurs throughout their colorful journeys challenged and, at the same time, inspired the participants.

Ms. Maribeth J. Menge, owner of Fraulein Sausages and Deli Products, Inc., shared how her previous businesses failed and yet she did not give up, emphasizing the need for patience, perseverance and direction in running and sustaining a business. According to her, "To succeed in business, always find the right amount of openness to new ideas and dedication for continuous improvement."



Participants during the Personal Entrepreneurial Competencies workshop

of Doing Business for Start-Ups and Bureau of Internal Revenue's (BIR) Registration Process and Forms.

DTI was represented by Trade and Industry Development Specialist Claudia Carbonell who explained some of the key points of the newly signed law, the "Ease of Doing Business". She said that the law mandates the establishment of one-stop-shop to facilitate all business transactions. It also requires all local government units to devise a unified business application form for the issuance of business permits, clearance,



Overview of Philippine MSME's with the participants

GotoSpot Owner Lemwel S. Diwa reechoed what Ms. Menge shared about the challenges in starting and sustaining one's business, saying he also endured many "sleepless nights" as an entrepreneur. He told the participants that having the right motivation in going into business helped him get through all these trials. "Knowing your 'why' will give you a sense of purpose, direction... when I was having a hard time,

I would just remind myself of the very reason why I established this business in the first place."

Jorge Noel Y. Wieneke III, proponent of Tokyo Tempura and Comrade Bao franchising businesses, stressed on the importance of having strong entrepreneurial mindset when one decides to go into business because there would be failures and pain in the process.

Owners of online stores Kathleen N. Cruzada, Operations Manager of Perfect Story Events, Inc. and Jamico Jamlang, Managing Director of The Bamboo Company, enumerated the pros and cons of online business compared to having a physical store.

Jamlang then gave some practical tips on how to leverage technology in growing your market through digital marketing: "Learn how Facebook, Instagram and Google works... maximize 'data analytics' so you know who your market is".

Cruzada, meanwhile, challenged the participants to create new trends and to not just go with the current trend.

The last testimonial came from Elizabeth Austria Estiamba, who was once an employee of Minute Burger, and now owns several Minute Burger outlets. In her talk, she explained that "it is crucial for an entrepreneur to closely monitor your business - your sales, cleanliness of your stores, inventory." She also encouraged the participants to consider franchising a trusted brand like the Minute Burger.

Glennis S. Uyanguren, Head of TEED, then gave a quick recap, highlighting some of the most important points shared by the speakers.

The event ended on a sweet note with the Closing Remarks from UP Diliman Vice-Chancellor for Research and Development Dr. Fidel R. Nemenzo who underscored the critical role MSMEs play in the economy. "By putting up a business, you are helping yourselves, and ultimately, the Philippines."

Jefferson C. Sumalabe and Marvin M. Manlapas hosted the event.



Tara Na, Negosyo Na! participants and UP ISSI staff



Open forum with the entrepreneurs

TRAINING: SPECIAL PROGRAMS

Credit Risk Management Course

The Credit Risk Management Course was conducted in February 20-24, 2019 and trained 32 key officers and loan officers of the two branches of the Progressive Bank, Inc.

The five-day training focused on honing the skills of the participants in identifying and mitigating risks involved in lending and handling remedial management to prevent loan default. The participants were then asked to evaluate and recommend actions on actual loan proposals from client-entrepreneurs, which served as the major output of the Course.

*The Progressive Bank, Inc. is a privately-owned rural bank that continuously capacitates its key officers and rank and file employees, especially the loan officers, to manage and evaluate loan proposals from the client-entrepreneurs. Side by side with other programs and projects, the aim is to increase its loan portfolio as well as expand its financial assistance for a more effective and efficient delivery of service to MSMEs.

Business Resilience and Technology Mapping Workshop

The Business Resilience and Technology Mapping Workshop was conducted among DOST VIII accredited consultants in May 20-22, 2019.

The workshop aimed to enhance the competence and effectiveness of some 53 DOST VIII accredited consultants in providing technical assistance to their MSME clients. It also aimed to strengthen MSME resilience through business continuity planning and technology mapping.

The participants were from the different DOST Provincial Offices and state colleges and universities in Region VIII. They were all DOST VIII accredited consultants in the fields of energy audit, manufacturing productivity extension, cleaner production, consultancy for agriculture productivity enhancement, and food safety.

At the end of the workshop, they prepared a business continuity plan and technology map for their chosen enterprise.

Leadership and Management Training

The Leadership and Management Training for the managers of the Philippine Fisheries Development Authority (PFDA) was held in September 4-5 and November 21-22, 2019. The training focused on the different leadership and managerial tenets and how the participants can apply these tenets in their roles as managers. The training also tackled necessary competencies of effective leaders and managers towards the achievement of organizational objectives.

Business Resilience and Technology Mapping –Workshop



The training was conducted in preparation for the major flagship projects the PFDA is set to undertake, as well as, to capacitate its managers in formulating and implementing the organization's Strategy Map for 2020-2024.

The PFDA is a Government-Owned and Controlled-Corporation attached to the Department of Agriculture.

One-Stop Shop: Developing BOI Frontliners as Business Counselors

The UP ISSI conducted a training on Business Counselling for Board of Investments (BOI) frontliners on October 10, 11, 17 and November 27-29, 2019.

Nineteen participants composed of Investments Specialists, Investments Analysts, Executive Assistants, and BOI Director attended the six-day training program.

The final output of the training was the Process Improvement Action Plan. Resource persons from the different partner government agencies presented their policies, guidelines and procedures with regard to foreign and local investments which are subject of inquiries from investors. These partner agencies included the DTI, SEC, BIR, DOT, EMB, PPP, BOC, DAR, BI, DILG, DOE, DOLE, and FDA.

The BOI is the lead government agency responsible for the promotion of investments in the Philippines. Its mission is to generate local and foreign investments and develop globally competitive industries thereby increasing employment through the responsible use of the country's resources, guided by the principles of private initiative and government cooperation. The Investments Assistance Service (IAS) of the BOI serves as the one-stop shop for investors in doing business in the country.

Public Service Continuity Planning

In its desire to capacitate its regional and provincial hubs to continue their service operations amidst disruptions, the Commission on Higher Education partnered with UP ISSI to conduct a series of three-day Public Service Continuity Planning workshops on November 13-15 and 27-29, 2019. It aimed to develop participants' capabilities to mitigate, prepare for, respond to, and recover from emergencies and disasters. Further, it also aimed and to enhance resilience of its main and regional offices, and State Universities and Colleges (SUCs) to natural and manmade hazards by training them to develop their own service continuity plans.



Service Continuity Planning (Commission on Higher Education)

TRAINING: SPECIAL PROGRAMS

Aside from UP ISSI's pool of competent trainer-facilitators and business continuity professionals, experts from the UP Resilience Institute and the Office of Civil Defense were also invited to talk on the Philippine Risk Profile and Community Disaster Preparedness Measures of Local Government Units, respectively.

Small Business Counselors Course

Republic Act No. 10644: An Act Promoting Job Generation and Inclusive Growth through the Development of MSMEs or the "Go Negosyo Act" mandates the Department of Trade and Industry (DTI) to spearhead the establishment of Negosyo Centers throughout the country. The Go Negosyo Act aims to bring government services closer to MSMEs through the establishment of Negosyo Centers nationwide. The Negosyo Centers shall be responsible for promoting ease of doing business and facilitating access to services for MSMEs, specifically on technology transfer, production and management training, marketing assistance, and business advisory. DTI technical staff, outsourced personnel, and staff from Local Government Units will manage the Negosyo Centers.

In response to the requirements of the Negosyo Act, DTI partnered with UP ISSI through the Small Business Counselors Course (SBCC) in capacitating the Negosyo Center business counselors with counseling and mentoring competencies, which equipped them with the necessary tools and techniques in providing business development services to their MSME clients.

The Small Business Counselors Course is a six-tiered program aimed to develop the capabilities of business counselors to provide effective and efficient counseling services to micro, small, and medium enterprise clients, especially in the four functional areas of business – marketing, operations, human resource, and finance.

- SBCC 101: Diagnosing an Enterprise
- SBCC 102: Business Environment
- SBCC 103: Strategic Marketing
- SBCC 104: Operations Management
- SBCC 105: Financial Management
- SBCC 106: Investment Promotion

In 2019, a total of 15 SBCC runs (seven runs of SBCC 101, four runs of SBCC 103, two runs of SBCC 104, and two runs of SBCC 105) were conducted, producing 537 graduates from the Cordillera Administrative Region, and Regions I, III, IV-A, V, VI, VIII, IX and XII).

One-Stop-Shop: Developing BOI Frontliners as Business Consultants



TRAINING PARTICIPANTS' TESTIMONIALS

18th Strategic Human Resource Management Course 23 February – 30 March 2019



“The effort that we made to attend this program is a gesture that we are moving outside of our comfort zone. So as a non-HR practitioner, it is a herculean task for us to oversee the HR functions in our own business. Conquering the unknown zone for us is an assurance that we are really going out of our comfort zone and truly getting to our stretch zone. When you stretch something, dimension wise, there is growth. So the need for us to enroll in SHuRe is considered a growth calling, which I believe applies to all of us. And truly, everyone of us has grown after this program. In behalf of our class, we would like to thank our lecturers, PMT, back-home action plan consultants, and evaluators for making this program successful.”

ACEBU, PAUL ANTHONY F.

Proprietor, Smile Hero Dental Clinic



“Thank you to our lecturers Dr. Bingham and Ms. Quintos, to the PMT Ms. Glennis and Krystal, and the coaches Ms. Bless, Joanna, Joi, Sendy, and Mr. Jeff. Thank you, classmates, for the wealth of experience that we generously share to one another. I value the different perspectives that we heard having come from different industries. I realized that there never was one best way to practice our profession. This course and our interactions made us want to enhance further our knowledge. We commit to be very good, creative, impartial, discerning, resourceful, organized, articulate, trustworthy, ethical, fun-loving, environment friendly, DOLE compliant, and passionate HR professionals. Finally, we know that we could probably also learn these things from other sources, even online, but it would not be as fun.”

MANLAPAZ, CRISTINE GRACE R.

HR Director, Galileo Software Services, Inc.

Small Business Counselors Course 105: Financial Management DTI Region XII, Koronadal City 18-22 March 2019



“To UP ISSI, the facilitators, thank you for helping us, for assisting us in this five-day training. And to our panel of evaluators, thank you for the valuable knowledge that you’ve shared to us during the presentation. This course on financial management is significant for us to learn, so that we can give the best advice suited for our clients.”

GALOPE, DARLEN JOY G.

Junior Business Counselor, DTI South Cotabato
Negosyo Center Polomolok



“There are many valuable learnings that we have gathered, and we really hope that whatever we have learned here will be applied in the performance of our jobs, especially in giving consultancy services to our clients. Learning will not stop; it is continuous. And hopefully, there will still be another round of SBCC.”

VILCHES, REGI JAN V.

Senior Business Counselor, DTI-12 Regional Office
Negosyo Center General Santos

RESEARCH

ASIP 2019 INTERNATIONAL CONFERENCE

ISSI, ASIP Organize International Conference on Technology and Innovation

Recognizing the critical role technology and innovation play in the small and medium enterprise (SME) sector, the University of the Philippines Institute for Small-Scale Industries (UP ISSI) collaborated with the Asian Society for Innovation and Policy (ASIP) in holding an international conference on "Technology and Innovation for SMEs" on October 3-5, 2019.

The Conference aimed to create a space for the exchange of knowledge and experiences on the impact and importance of technology and innovation to the SME sector.

The Opening Ceremony, moderated by UP Diliman Vice Chancellor for Research and Development Fidel R. Nemenzo, was held at the International Center for Public Administration (ICPA) at the National College of Public Administration and Governance in UP.

He then shared some of UP's initiatives in helping SMEs, such as: *(1) the use of RFID among small vendors in the Campus, which allows cashless transactions through the use of smart phones; (2) research and development in modernizing the clothing industry by reviving the entire textile industry to support our farmers, weavers, and manufacturers; and (3) collaborating with the government in its e-jeepney project.*

ASIP President Prof. Sung-Soo Seol, meanwhile, gave a brief overview on ASIP, saying the first Conference was organized by seven scientist-scholars from Science City of Korea in 2010. The Philippines is the 6th country where ASIP conference is held; next year it will be held in Cambodia. Prof. Seol said ASIP conference is aimed at highlighting the importance of innovation for the continued growth and development of society, the different aspects of innovation, challenges/barriers, and good practices within the region.



Dr. Michael L. Tan

Setting the tone of the two-day event, UP Diliman Chancellor Dr. Michael Tan, in his Welcome Remarks, emphasized the role of the academic community in providing the fuel for innovation in the SME sector.



Prof. Sung-Soo Seol

The keynote speeches that followed focused on the Korean and Philippine experiences in driving innovation and technology advancements, highlighting important insights, lessons learned and ways to move forward.

Prof. Ky-young Park of Sunchon University emphasized that developing countries should not follow the industrial development process of developed countries since most of them grew during the second industrial revolution and we are now in the fourth industrial revolution era. She said governments need to invest in innovation and technology absorption as these are fundamental drivers of economic growth in both advanced and emerging economies.

Prof. Youngil Park of Ewha Womans University identified four important factors that drive innovation and industrial development: **(1) willingness of SMEs to innovate; (2) enhancement of national intelligence capabilities and infrastructures; (3) creating an enabling environment in terms of policies and programs; and (4) establishment of mechanism for international cooperation.**

Reinforcing Prof. Park's third point on the need to create an enabling environment, Prof. Jung-Wha Han of Hanyang University explained that an innovative startup ecosystem requires an expansion in the market, increase in investments, support in technology commercialization, promotion of fair trade system, reduction in the cost of failure, and the enhancement of entrepreneurial capabilities.

Meanwhile, Korean Institute of Science and Technology Information President Dr. Hee-yoon Choi zeroed in on the importance of data-based support for SMEs, saying government and private institutions should work on improving data

reliability, active use of supercomputing, and the provision of intelligent analysis service.

In his message read by UP ISSI Director Aleli Bawagan, Director Jerry Clavesillas of the Department of Trade and Industry, highlighted the country's **"Inclusive Filipinnovation and Entrepreneurship Roadmap"**, saying this will activate innovation and entrepreneurship as the main levers to reduce, if not completely eliminate poverty in the country.

Usec. Brenda L. Nazareth-Manzano of the Department of Science and Technology (DOST), meanwhile, enumerated the DOST's programs that are geared towards strengthening the country's human capital, providing enabling environment for innovations through the establishment of facilities, and coming up with policy framework, which would cultivate the culture of innovation in the country and engage the people in innovation-related endeavors.

The breakout sessions that followed were held at the UP ISSI and tackled the Conference's subthemes such as Management of Technology, Technology Policy, Entrepreneurship Education for SMEs, SME Policy, Future of SME & Startup Ecosystem and National R&D Investment: Its Adequacy and Implementation, among others.

ISSI Shares Innovative Approaches to Entrep Educ, Farm Tourism

Three UP ISSI staff presented their current activities at the recently concluded Asian Society for Innovation and Policy (ASIP) International Conference, held at UP ISSI last October 3-5, 2019.

Consistent with the Conference theme "Technology and Innovation for SMEs", ISSI staff Glennis S. Uyanguren, Marvin M. Manlapas and Reynold Ferdinand G. Manegdeg presented ISSI's ongoing programs aimed at widening the reach of the Institute and adding value to its existing services.

Reaching the farthest: Entrepreneurship education for the marginalized

Uyanguren and Manlapas of the Training and Entrepreneurship Education Division (TEED) shared their experiences in the Communities of Practice for Entrepreneurship (COPE) Program, which brings entrepreneurship education to communities with lesser access to such service in a formal school.



Dr. Aleli B. Bawagan

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Ms. Glennis S. Uyanguren

Sapang Munti is composed mostly of indigenous people under the Dumagat tribe. Four people's organizations were identified in Sapang Munti; namely, Bantay Gubat, Sining Ipo, Kabataan/youth organization, and Samahan ng mga Kababaihan para sa Kaunlaran at Kinabukasan ng Sapang Munti - the latter being the main partner in the COPE program. The COPE Program is being implemented in coordination with the Field Work Program of the UP College of Social Work and Community Development.

Last August, the Training Division conducted a Business Game - a simulation of the business process - in the community. This activity aimed to pique the interest of the participants to learn more and commit to the learning process. Succeeding activities are discussion-workshop modules on the four functional areas of business: marketing; operations; human resource; and finance.

The presentation focused on what TEED is doing in the community of Sapang Munti in Brgy. San Mateo, Norzagaray, Bulacan. Instead of the usual classroom setting, TEED staff goes to the community and teaches the basic concepts of entrepreneurship through various methods - discussions, sharing of experiences, group exercises, and simulation games. The community immersion allows the TEED staff to develop a training design that best fits the community, taking into consideration their specific realities and experiences.

Anchored on the Adult Learning in Entrepreneurship Education framework, the COPE Program examines the interplay of various elements in knowledge and skills generation: fundamentals (basic concepts of entrepreneurship); practical learning (praxis on the ground); and innovations (creative ways of producing/adding value). As knowledge can come from different sources - academics, institutional partners, practitioners, and learners themselves, this Program also aims to articulate the learnings and insights of both the educators and learners.

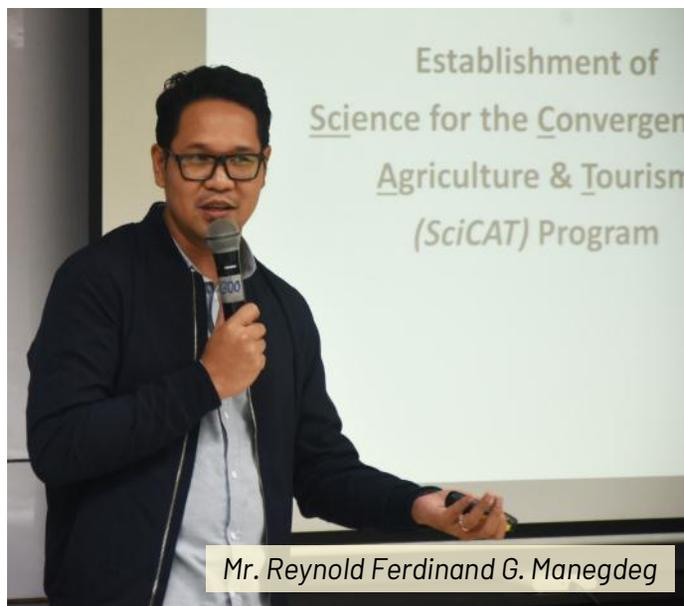


Mr. Marvin M. Manlapas TEED's work in Sapang Munti community in Norzagaray, Bulacan

Innovating Agri-tech Promotion: Development of Farms as Tourism Sites

Manegdeg of the Business Enterprise Development Division (BEDD) discussed its current program with the Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development (PCAARRD) of the Department of Science and Technology (DOST), which explores creative ways of sharing information about farm technologies through the tourism sector.

Funded and initiated by PCAARRD, the "Science for the Convergence of Agriculture and Tourism" (SciCAT) Program transforms Magsasaka Siyentista Farms (farms of farmers who have been successful in their use of science and technology-based indigenous technologies) into farm tourism sites that will serve as their communities' main tourist farm attraction, generating employment and entrepreneurship opportunities. Under this Program, these farms will offer tours, exhibits, and hands-on activities for tourists, while showcasing the latest farm



Mr. Reynold Ferdinand G. Manegdeg

technologies provided and funded by DOST-PCAARRD to the farmers.

Through continuous research and development, capacity building, technical capability enhancement, and social marketing, SciCAT transfers information on technology to different market segments with the hope of inspiring people to also go into farming, or for existing farmers to replicate these technologies to improve productivity.

SciCAT is a collaboration between PCAARRD and partner institutions - ISSI, Department of Agriculture, Department of Tourism, and selected State Universities and Colleges (SUCs) - that have the mandate and the capacity to help

farms incorporate tourism elements and adopt new farm technologies that will be showcased to visitors.

For its part, ISSI assists in the capacity building of farmers and other partners in the areas of enterprise planning and management.

Millennials at Work: UP Students Present Innovations for a Sustainable and Healthier Society

We live in an age where science and technology is just within our reach, changing the way we do things and making our lives so much easier.

So when the younger generation, with their wit and grit and the passion to make a difference, harnesses the power of science and technology, what do we get? Innovations that will change our lives and the society for the better.

On the last day of the Asian Society for Innovation and Policy (ASIP) International Conference held last October 3-5, 2019 at UP ISSI, three students from UP Diliman College of Engineering presented their

innovative concepts that could help SMEs and the society, in general.

Cloop: Disrupting the recycling industry

Glenn Adrian Ongpin talked about "Cloop", a start-up company that develops plastics recycling technology and makes it accessible to underserved communities.

Cloop aims to help communities, such as those in urban dumpsites and coastal areas, which do not have proper waste management system because of lack of access to large recycling facilities (as these require large amounts of investment).

RESEARCH

injection molder, and a compression molder. It aims to create a network of micro-enterprises and SMEs specializing in upcycling plastic waste operating in areas that need it the most.

Cloop (formerly InPHinite Loop) started as a one-time activity called "Project Plastikan" under the UP Diliman Humanitarian Engineering, Entrepreneurship, and Design Group which aimed to help a women's community in Malabon have sustainable income by providing plastic recycling machines.

Ongpin co-founded Cloop with two of his friends who were also involved with Project Plastikan.

The textile and dyeing industries are some of the most water-intensive industries globally, producing approximately 100 tons of dye-contaminated wastewater per year – the highest amount produced by one industry alone. If discharged to the environment untreated, dye-contaminated wastewater poses health and environmental threats. Further, the presence of color in bodies of water reduces the amount of transmitted light that is available for use of photosynthesizing aquatic organisms like plants, algae, and bacteria.

Celebre said "polymeric adsorbent beads", the technology he is working on, was found to have a maximum MB sorption capacity of 1081.62

milligrams of MB per gram of adsorbent. This is higher compared to other adsorbents for MB that have been studied for the past six (6) years, the adsorption capacities of which are only around the hundreds. Kinetic studies were also conducted, and it was found that the beads only require

2.5 hours to reach equilibrium—the state where there is no longer any observed removal of MB.

With this technology, operating costs can be reduced by recycling of the purified water and costs for third-party wastewater treatment will be cut down almost entirely. MB will be sequestered in the adsorbent and can be stored until time for disposal or treatment, without any risk of fugitive MB emissions.



ASIP President Prof. Sung-Soo Seol, Prof. Mohan Avvari of Nottingham University, Prof. Chi Renyong of Zhejiang University of Technology, UP ISSI Director Aleli Bawagan and the students.

Rethinking wastewater treatment

Miguel Lawrence Keith S.J. Celebre discussed about the technology he is currently working on, which treats textile wastewater for methylene blue and other cationic dyes.

Methylene blue (MB) is a non-biodegradable synthetic dye that is widely used in the textile industry. It has a very strong color even in dilute concentrations.

Exploring potential treatments for kidney stone disease

While the first two technologies focus on the environment, Ma. Charlene C. Tapia's innovative concept aims to respond to the increasing incidence of kidney stone disease (nephrolithiasis), particularly the calcium phosphates (CaP) stones.

Tapia explained that while the current commercially available medication is able to slow down the growth of these stones, it can however increase urine pH, a condition in which the most stable form of CaP is formed.

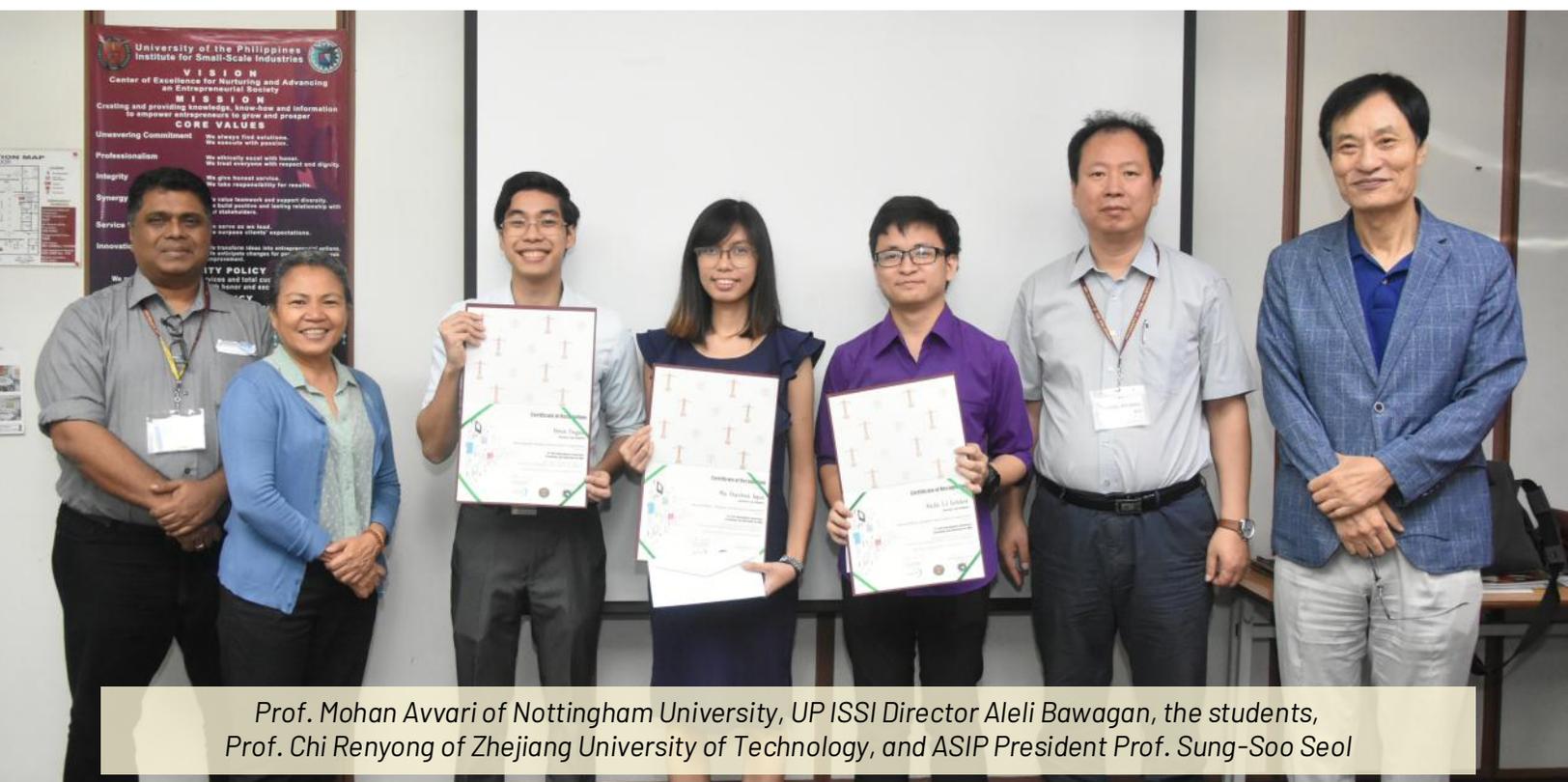
She said her project aimed to explore for other possible inhibitors that will prevent the increasing occurrence of kidney stones and allow more choices of treatments for patients.

Tapia then explained that based on earlier studies and her initial experiments, hydroxycitrate (HCA) was found to be an effective inhibitor. Found in some plants such as *Garcinia cambogia* and *Hibiscus sabdariffa*, HCA can change the shape of the crystal, reduce the number of crystals formed and can even dissolve the CaP crystal.

Tapia said that the results of her study may serve as a step in understanding the effect of HCA on CaP crystals and to aid SMEs in designing formulation of drugs or food supplements targeting kidney stone disease.

The three students presented their projects to a panel composed of ASIP President Prof. Sung-Soo Seol, Prof. Mohan Avvari of Nottingham University, Prof. Chi Renyong of Zhejiang University of Technology and UP ISSI Director Aleli Bawagan.

The panel members commended the students for their innovative projects and the potential impact they can create in society. Prof. Seol and Prof. Chi advised the students to work with partners for the sustainability of their projects. Prof. Avvari advised the students to explore funding outside the Philippines. Director Bawagan mentioned about UP ISSI's incubation program as a next step the students may consider.



Prof. Mohan Avvari of Nottingham University, UP ISSI Director Aleli Bawagan, the students, Prof. Chi Renyong of Zhejiang University of Technology, and ASIP President Prof. Sung-Soo Seol

BUSINESS ENTERPRISE DEVELOPMENT

DA-AMAS *NATIONAL AGRIBUSINESS INVESTMENT PROMOTIONS PLAN WORKSHOP*

On January 16-17, 2019, the Agribusiness and Marketing Assistance Services (AMAS) of the Department of Agriculture (DA), and UP ISSI through its Business Enterprise Development Division, held a consultative workshop to gather data from both government and private sectors with agribusiness investment activities. Data gathered was used as baseline information in the crafting of the “National Agribusiness Investment Promotional Plan (NAIPP) 2019-2021”. The Agribusiness Promotion Division (APD) of AMAS has tapped the expertise of the Institute in developing a framework and plan on agribusiness investment generation, promotion and facilitation.

and objectives for agricultural promotions; 2) foreign models that could be worth emulating for agricultural promotions; 3) rules to establish in inviting Filipinos and foreigners to invest in agriculture and agri-business; 4) different aspects or challenges of agricultural investment; 5) internal mechanisms, standards, or processes that have to be established, corrected or/and implemented to support and encourage investment in agriculture; and 6) ways to think about scale connectivity, physical and virtual linkages and point of contact.

Through plenary validation sessions, a number of conceptual issues and definitions with respect to challenges in implementing internal mechanisms, standards, policies and procedures to support and



The Agribusiness Promotion Division (APD) of AMAS has tapped the expertise of the Institute in carrying out the Department’s instruction.

The workshop brought together experts from LGAs, LGUs and the private Sector. They discussed the initial results of the survey conducted by the Institute which focused on the following aspects: 1) local and national aspirations with respect to goals

encourage investment in agriculture were identified. The workshop aimed to come up with an agribusiness investment promotions plan that reflects the current knowledge, intentions and context of DA-AMAS. The feedback from the participants contributed to the finalization of the plan. On August 31, 2019, the Institute formally submitted the Plan to DA-AMAS.

TOWARDS INTEGRATING INCLUSIVITY IN CURRENT BUSINESS RELATIONSHIP IN THE COFFEE INDUSTRY:

A Study Among Coffee Enterprises in Atok, Benguet

In 2019, UP ISSI explored the concept of Inclusive Business (IB) in the coffee industry in Atok, Benguet. IB was first discussed in the 1990s, associated with Michael Porter's famous cluster theory (Bembenek & Kowalska, 2017). Nonetheless, it was only in 2005 that the term 'inclusive business' was coined during the World Business Council for Sustainable Development (Siddique, 2016). Since then the term has been discussed in relation to business ethics, sustainable development, corporate social responsibility, value chain management, among others (Bembenek & Kowalska, 2017). As a business model, it aims to address socio-economic development challenges by improving the wellbeing of each member of the cluster (Bembenek & Kowalska, 2017). In more technical terms, an inclusive business model is one that benefits low-income sectors by including them in a company's value chain whether as farmers or producers, buyers or consumers, sellers or employees (Ghosh & Rajan, 2019).

However, designing business models that provide benefits to resource-poor communities remains to be a challenge as exemplars of successful cases remain scarce and the literature offers little help as most of the inclusive business or social enterprise or social business models in the literature remain at "the descriptive case study level" (Pels & Sheth, 2017, p. 383); thus there is still much room available for more scientific and more analytical studies (Pels & Sheth, 2017).

Realizing this, the institute mobilized its resources and established a partnership with DTI-BMSMED to specifically assess and understand the relationships between small and large coffee enterprises including the challenges and benefits of the partnership in the context of inclusivity and how it impacts the smaller enterprises' profitability and productivity.

The study found at least three elements to measure IB: inclusiveness; competitiveness; and, equity

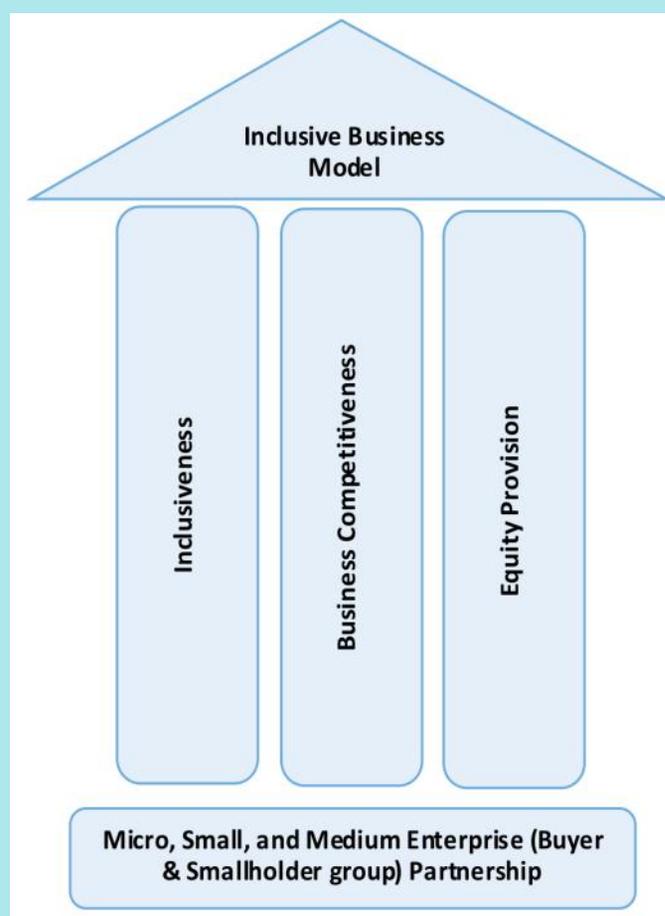


Fig. 1 Proposed IB Model

provision. Furthermore, when using these three elements to assess the impact of the partnership between small and large coffee enterprises, the study showed that business competitiveness and equity provision are weak at the smaller enterprise side since coffee is harvested only once a year and there is an evident lack of support programs from the local government for other livelihood opportunities and development of other commodities. Also, the lack of modern technology is one of the challenges experienced by the coffee growers in Atok, Benguet. The technology being used is usually outdated, and some are not of good quality.

BUSINESS ENTERPRISE DEVELOPMENT

IB can be expanded in definition and context to be able to design and apply an impactful IB model. The concept must incorporate inclusiveness, competitiveness, and equity (Figure 1). Measuring IB in the context of inclusiveness alone proved to be insufficient to determine the true impact of the partnership between the buyer and the smallholder. Finally, indicators may be expanded to determine improvements in productivity and profitability as a result of the IB model.



*Coffee beans from Atok, Benguet
Source: Kalsada*



*Coffee grower from Atok, Benguet
Source: Kalsada*



Interview with coffee grower respondents

SCIENCE FOR THE CONVERGENCE OF AGRICULTURE AND TOURISM (SCICAT)

The establishment of Science for the Convergence of Agriculture and Tourism (SciCAT) program, is one of the initiatives of the Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD) to fulfil its mandate in Republic Act No. 10816, by developing farm tourism sites that will feature common farm tourism-related activities while also promoting the mature technologies developed through the funds provided by DOST-PCAARRD to various Research and Development Institutes (RDIs)/State Universities and Colleges (SUCs).

DOST-PCAARRD collaborated with UP ISSI to help implement the program thru Providing Interventions and Accelerating Capability through Assessment and Mentorship Towards Science for the Convergence of Agriculture and Tourism (PInACA-SciCAT) which aims to transform six selected Magsasaka-Siyentista Farms (MSFs), and an Institutional Farm into SciCAT Farm Enterprises

through enterprise diagnosis, planning, mentorship programs leading to the creation of employment and entrepreneurship opportunities.

Currently on its second year of implementation, four of the seven farm sites namely Seeds and Seedling (S&S) Plaza in Los Banos, Laguna; Silan Agrifarm in Indang, Cavite; Dimpas Greentegrated Farm in Davao Oriental and Mt. Kitanglad Agri-Tourism Farm in Bukidnon have been assisted in developing their Farm Enterprise Plan and were mentored to improve productivity and profitability. They are now being geared towards the initial stages of Department of Tourism (DOT) accreditation.

As the SciCAT program progresses, three other MSFs sites in Bohol, La Union and Benguet are currently undertaking initial assessments and planning for the transformation to Farm Tourism Sites.



Mt. Kitanglad Agri-Tourism Farm is known for its hobbit houses

Catch-up Meeting and Presentation of Mt. Kitanglad Agri Tourism Farm Enterprise Plan



Mentoring Session with Magsasaka Siyentista (MS) Eddie Silan of Silan Agri Farm



BUSINESS ENTERPRISE DEVELOPMENT



S&S Plaza SciCAT Signage and Pergola



Silan Agri Farm



Dimpas Greentigrated Agri-Tourism Farm promotes sustainable agriculture which fosters naturally grown crops, livestock, poultry and inland fisheries.



CITI MICROENTREPRENEURSHIP AWARDS (CMA) MENTORING PROGRAM

The Citi Microentrepreneurship Awards (CMA) program is an annual nationwide search for outstanding Filipino microentrepreneurs funded by the Citi Foundation, in cooperation with the Bangko Sentral ng Pilipinas and the Microfinance Council of the Philippines, Inc. (MCPI). The CMA was launched in 2002 as part of the celebrations of Citi's 100th year in the Philippines. In 2015, the mentoring program started and the collaboration between MCPI and the University of the Philippines Institute for Small-Scale Industries (UP ISSI) continues up to this day. Now on its 6th run, the program has been able to mentor 72 microentrepreneurs so far.

For 2019, the mentoring project started in March and ended in May, a span of three months.

The project aimed to:

- serve as a catalyst of change for the micro

enterprise awardees in improving their competitiveness in both the local and international markets;

- provide guidance and assistance to selected CMA micro enterprise winners in Luzon, Visayas and Mindanao in identifying critical processes that affect their competitiveness level;
- provide technical advice in identifying appropriate solutions to the business needs of the winners; and,
- mentor each winner to acquire the knowledge and develop business competencies needed to graduate from a micro to a small enterprise.

In 2019, 12 CMA winners were provided mentoring service. Their businesses were in food processing, organic fertilizer, garments, wellness and health, and balut making. The table below shows the details of the microentrepreneurs who received the mentoring service:

Area	Name of Mentee	Business and Location	MFI	Year Won
LUZON	Wilberto Dagame	Wilmar Homemade Candies (Lipa City)	Bangko Kabayan, Inc.	2016
	Reynante Manimtim	Princess Siomai (San Juan, Batangas)	Bangko Kabayan, Inc.	2017
	Renato Mercado	Organic Farmer; Organic Fertilizer (Tanauan City)	Bangko Kabayan, Inc.	2016
	Keith Varias	Chicoi Solutions (Alfonso Cavite)	Inter-Asia Development Bank	2017
VISAYAS	Leovigildo Aday	Taho Maker and Peddler (Tacloban City)	Rural Bank of Dulag, Inc.	2006
	Rosario Amoroto	Island's Best Foods (Guiuan, Eastern Samar)	CARD Bank, Inc.	2018
	Imelda Brutas	Native Delicacies (Tacloban City)	Rural Bank of Dulag, Inc.	2005
	Estela Lagunzad	Maker of Nursing Caps; Manager of Musical Band (Tacloban City)	Rural Bank of Dulag, Inc.	2008
MINDANAO	Marisa Ganding	Azul Massage Suites and Wellness Center (General Santos City)	KMBI	2018
	Ivy Millare	Beb's-AJ Haus of Pies (Koronadal City)	KMBI	2017
	Arnold Viado	Bam and Jhon Balut Maker (Koronadal City)	Rizal Microbank	2018
	Andresa Javines	Buy and Sell of Tuna Trimmings (General Santos City)	CCT Credit Cooperative	2011

BUSINESS ENTERPRISE DEVELOPMENT

The microfinance institutions (MFIs) which provided additional capital and nominated the CMA winners were:

- Bangko Kabayan;
- Center for Agricultural and Rural Development (CARD) Bank;
- CCT Credit Cooperative;
- Inter-Asia Development Bank;
- Kabalikat Para Sa Maunlad na Buhay, Inc. (KMBI);
- Rural Bank of Dulag; and,
- Rizal Microbank.

The program provided recommendations to the enterprises, the MFIs, and to the ISSI mentors, as follows:

A. For the CMA winners:

Marketing

- Develop of a Marketing Plan
- Expand distribution channels to improve sales
- Expand the business by improving logistics to reach target markets
- Improve distribution channels to save on delivery
- Establishing outlets within shopping malls

Operations

- Implement Good Manufacturing Practice
- Innovate on the Fertilizer formulation
- Improve machine capacity and efficiency
- Invest for a permanent production area
- Prepare a written process flow.
- Align processes for HACCP compliance to satisfy requirement of foreign customers

- Review and apply Philippine National Standards for a specific product, e.g. calamansi juice
- Improve packaging by connecting to the Packaging Institute of the Philippines

Organization

- Revisit the vision, mission, goals and objectives of the enterprise
- Renew registration with the Department of Trade and Industry to be able to access government programs for MSME's

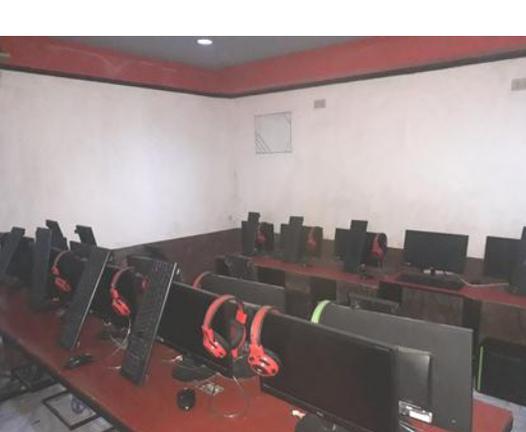
Finance

- Utilizing Basic Excel or other finance programs to monitor sales and expenses
- Prepare monthly income statement such as income statements, balance sheet and cashflow statement to monitor performance and as evidence of credit worthiness when availing of loans

B. For the Microfinance institutions (MFIs) that provided the loans to the CMA winners, it is recommended to strengthen ties with other development finance institutions that provide services beyond microfinance. As an example, MFIs may link their clients with government agencies like the Department of Science and Technology under its Small Enterprise Technology Upgrading Program (SET-UP), the Small Business Corporation of the Department of Trade and Industry and the Agricultural Credit Program of the Department of Agriculture.

C. For the mentors, continue monitoring the progress of the CMA winners.

Mr. Keith Varias – Chicoi Solutions



Mr. Wilberto Dagame – Willmar Homemade Candies

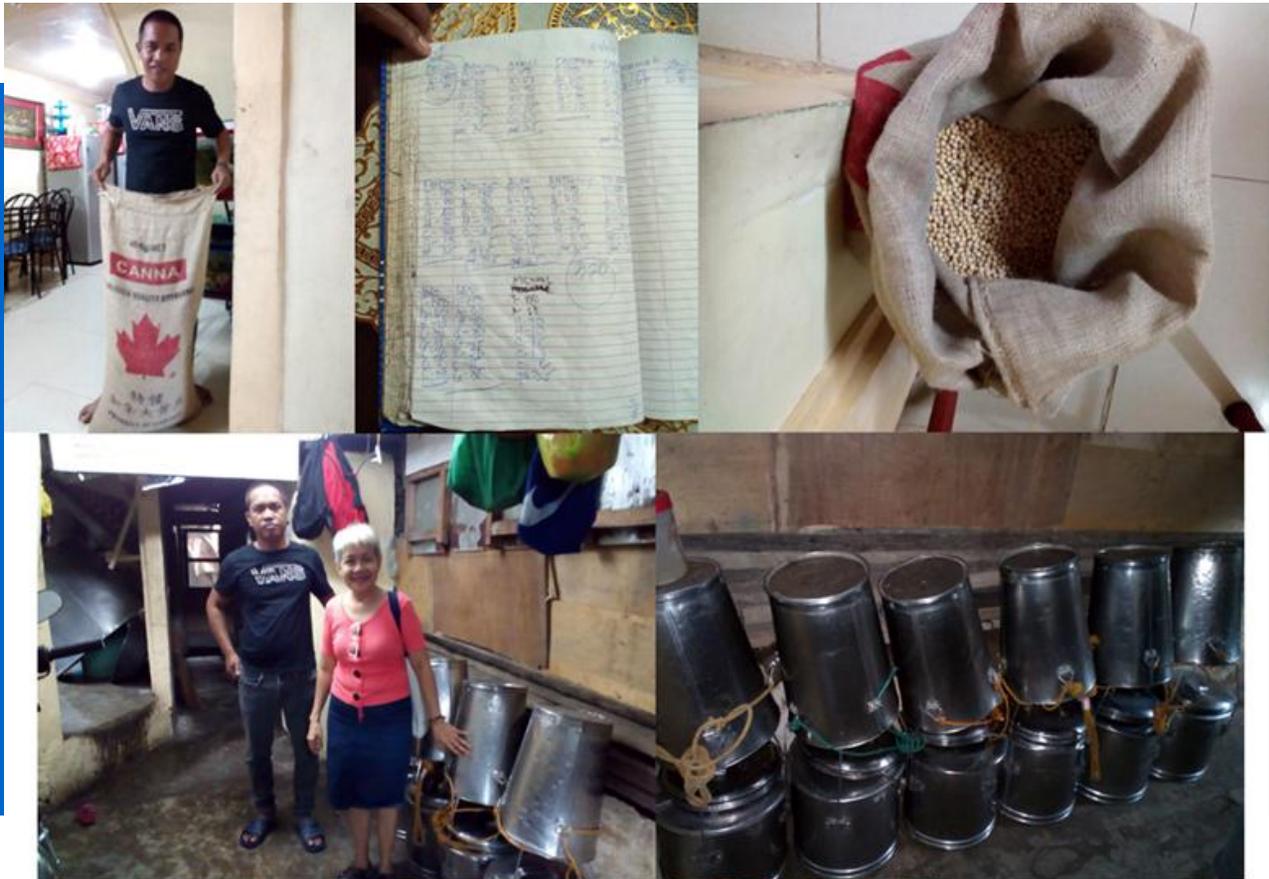


Mr. Renato Mercado – Organic Farmer



BUSINESS ENTERPRISE DEVELOPMENT

Mr. Leovigildo Aday - Taho Maker and Peddler



Ms. Rosario Amoroto - Island's Best Foods



Ms. Imelda Brutas – Native Delicacies



Ms. Estela Lagunzad – Maker of Nursing Caps



BUSINESS ENTERPRISE DEVELOPMENT

Ms. Marisa Ganding – Azul Massage Suites



Ms. Ivy Millare – Beb's- AJ Haus of Pies



Mr. Arnold Viado – Bam and Jhun Balut Maker



Ms. Andresa Javenes – Buying and Selling of Tuna Trimmings



BUSINESS ENTERPRISE DEVELOPMENT

ISSI PURSUING COLLABORATIONS IN UPD INNOVATION ECOSYSTEM

UP ISSI Technology-based Business Incubation and Innovation (TBII) Program caters to innovative and tech-based startups that are operating in their early-stage of enterprise and technology development. The program provides start-ups with much-needed assistance such as mentorship services, training programs, office space and common facilities, and access to government funding and support.

Currently, there are two (2) start-up enterprises under the UP ISSI TBII Program: Easybus PH and Adapsense Technologies Inc. (ATI). In 2019, Easybus PH achieved the following milestones: partnerships with payment fintech start-ups; launching of its digitized provincial bus booking; and setting up digital bus ticket booking kiosks in Bicol Central Station. These are made possible with the funding support from DOST PCIEERD.

ATI is a UP spin-off company that provides intelligent solutions through the integration of software and hardware technology and the use of Internet of Things (IoT) concept. One such innovative offering is their Smart Surface (also

called Smart Projector) product, which is a sensor platform that can transform any flat surface into an interactive surface (adapsense.com). This was also funded through the FASTRAC Program of the DOST PCIEERD.

In 2019, ATI participated in several exhibits and conferences to increase awareness of their product, such as the following: National Science and Technology Week held 17-21 July 2019 at the World Trade Center where ATI developed a custom interactive content for the Philippine Textile Research Institute (PTRI); IoT Summit Philippines held 18-19 September 2019 at SMX Aura where ATI was able to demonstrate the Smart Surface technology; Asian Society for Innovation and Policy (ASIP) International Conference held 3-5 October 2019 at UP ISSI where Dr. Tiglao delivered a talk on

In this photo: UP ISSI Executive Committee, led by Dr. Aleli B. Bawagan, together with the TBII Program Team; Dr. Luis Sison Director of the UP System Technology Transfer and Business Development Office and Project Leader of UP Sustaining Collaboration in Advanced Learning Environment (UPSCALE) Innovation Hub; Mr. Jhaze Asuncion, Manager of UPSCALE Innovation Hub; and Prof. Adeline A. Pacia, Director of UP Diliman Technology Transfer and Business Development Office (UPD TTBD0).



“How can SMEs Innovate in the Internet of Things (IoT) Age?” and presented the product and services of ATI; and Digicon LEAP held 16-18 October 2019 where ATI participated in this largest gathering of the digital industry in the Philippines.

As innovation is proven to be one of the critical requirements in enterprise acceleration, UP ISSI commits to also innovate its TBII program by strengthening partnerships within the UPD innovation ecosystem. In July 2019, UP ISSI discussed with UPSCALE Innovation Hub and the UPD Technology Transfer and Business Development Office (TTBDO) the linkages among the respective offices’ mandates that call for possible collaboration to create more efficient and effective

synergy that will be more beneficial to its stakeholders. UPSCALE Innovation Hub, supported by the Department of Science and Technology (DOST), is one of the innovation infrastructures in UPD that is a platform of industry-government-academe collaboration in the UP System and other universities. UPD TTBDO is the campus-level Technology Transfer and Intellectual Property Protection unit that assists UPD students, faculty, and researchers in processing their research and creative works’ intellectual property protection and licensing. UPD TTBDO also facilitates industry linkages and collaboration agreements for its successful technology transfer and commercialization.



Photo credits to Adapsense Technologies



TBII Project team assisting Easybus PH in testing the digital bus ticket booking kiosk.



BUSINESS ENTERPRISE DEVELOPMENT

Shooting for the DOST Siyensikat Program, 20 June 2019 and 24 June 2019



On set at Van Gogh is Bipolar Restaurant



On set at Philippine School for the Deaf

Participation at NSTW 2019, 17-21 July 2019, World Trade Center



Visitors using the Smart Surface at NSTW 2019

IoT Summit Philippines, 18-19 September 2019, SMX Aura



The team at IoT Summit 2019

Asian Society for Innovation and Policy (ASIP) International Conference 2019, 3-5 October 2019, UP ISSI



Founder conducting a lecture at the conference

Digicon LEAP 2019, 16-18 October 2019



The team at Digicon LEAP 2019

Participation in AI for SMEs (#AI4SMEs), 7 December 2019 at UP Institute for Small Scale Industries.



Talk at #AI4SMEs

SPECIAL FEATURES

GAWAD TSANSELOR 2019

Sa Natatanging REPS – Extension Staff Category

Gawad Tsanselor is one of the University's most prestigious awards and is given to deserving staff who contribute to the "growth of the University, the generation of knowledge, development of skills and exemplary service to the development of the country," as stated in the Nomination Guidelines prepared by the Office of the Vice Chancellor

Engr. Leoncio T. Cubillas, Jr.: A Befitting Award for a Job Well-done

"A complete surprise," thus says the winner of the 2019 Gawad Tsanselor for Natatanging REPS, Engr. Leoncio T. Cubillas, Jr. from UP ISSI.



Engr. Leoncio T. Cubillas, Jr.
University Extension Specialist V

Sir Dong, as everyone fondly calls him, has been in the Institute since 1976. He worked first as Engineering Assistant and was University Extension Specialist V until his retirement in August 2019.

Mr. Cubillas headed the Business Enterprise Development Division (BEDD) of the Institute. BEDD provides services on "innovation, technology entrepreneurship, quality, and productivity improvement and the usual business counseling and other technical assistance to various sectors."

Sir Dong is an expert in project development and preparation of feasibility studies.

He was a lecturer, mentor, coach, and evaluator to various training programs being offered by the Institute like the Start Your Own Business, Productivity for Effective Supervision and others.

Sir Dong got his Bachelor in Electrical Engineering at the Cebu Institute of Technology in 1976 and the Master of Technology Management from UP Diliman in 1998.

The award he received is just fitting for the 43 years of service he has rendered for the Institute and for the University.

Congratulations, Sir Dong!

Prof. Rolando Ramon C. Diaz: 2019 Gawad Tsanselor Para Sa Natatanging REPS

“This award is not only for me but for all ISSI staff. I will not have this without your full support.”

Prof. Rolando Ramon C. Diaz, one of the two 2019 Gawad Tsanselor Para Sa Natatanging REPS awardees from UP ISSI, uttered these words in an interview a day before he received the award. The awarding ceremony was held 21 June 2019 at the UP Institute of Biology Auditorium.

Gawad Tsanselor is one of the University’s most prestigious awards and is given to deserving staff who contribute to the *“growth of the University, the generation of knowledge, development of skills and exemplary service to the development of the country,”* as stated in the Nomination Guidelines prepared by the Office of the Vice Chancellor for Research and Development.

Prof. Diaz obtained his BS in Industrial Engineering degree, cum laude, at UP Diliman in 1981 and finished his MS in Industrial Engineering, four years later. He started teaching at the UP Diliman College of Engineering at the Department of Industrial Engineering and Operations Research in 1981 as Instructor. He left the University to work for a private company and later came back as full time faculty member in 1992 until 1996. At present, he is Senior Lecturer at the College of Engineering National Graduate School specializing in the following fields: Operations Research, Logistics, Supply Chain Management, and Manufacturing Scheduling.

Sir Alan transferred to UP ISSI in 2015 as University Extension Specialist and was Deputy Director and Officer-in-Charge from March 2017 up to January 2018.

“It’s a great honor to serve the University in my own little capacity,” said Diaz. *“The pay is good in the private sector, but there is so much pressure,”* Diaz shared with regards to his past job, enumerating the instances wherein he could not enjoy his rest days due to work’s responsibilities.

At the ISSI, Sir Allan performs different tasks. He lectures in various training programs, does mentoring and coaching tasks to training participants, participates as member of different committees at the MSME Development of the Department of Trade and Industry (DTI), and trains LGU staff and DTI

personnel through the Small Business Counselors Courses. He also is the current head of the Administrative Division of the Institute.

“Here at the ISSI, we are doing some innovations particularly in the courses we are offering,” Diaz expounded regarding the future directions of the Institute. The new director, Dr. Aleli B. Bawagan, as he explained, is going on the direction of e-Learning for the Institute’s training offerings. The use of technology in addition to the face-to-face aspect is the next focus of the Institute.

“We thank all the staff who have been supportive of the plans and directions we are undertaking,” Diaz uttered.



Prof. Rolando Ramon C. Diaz
University Extension Specialist V

Hoping for another Gawad Tsanselor awardee from the Institute, Diaz said, *“I wish na sana, next year taga ISSI ulit ang manalo.”* (I wish that another ISSI staff would win an award next year.)

SPECIAL FEATURES

DR. ALELI B. BAWAGAN

Bringing a Community Development Approach to UP ISSI

Dr. Aleli B. Bawagan, the new Director of UP ISSI and, concurrently, a Professor at the UP College of Social Work and Community Development (CSWCD), brings with her a different perspective in development to the Institute, with her expertise in community organizing, community training, program evaluation, and community development programs with indigenous peoples and children.



Dr. Aleli B. Bawagan

Dr. Bawagan advocates for helping people with modest means to be productive contributing members of the Philippine society through entrepreneurship. With her at the helm of the Institute, she aims to provide ample assistance to micropreneurs through advocacy research, training, and extension programs.

“I advice and influence the division heads to find ways on how to help the micro. I really want UP ISSI to be of help to them, as it is my life in CSWCD: helping the poor.”

Working together as a team

Dr. Bawagan initiated a project amongst different divisions of UP ISSI. The collaboration of the different divisions for a study aimed to assist a small-scale, community-based coffee farm in Benguet as a pilot project of the Institute, with plans of further research once it becomes successful.

“Let’s do work together, on a common project, where we can research together, do extension work together, and mentor together. We can start with the coffee project.”

Giving voice to the small sector

She also thinks of ISSI as helping the micro and small enterprises have a voice in policy – making, such as reviewing the impacts of Tax Reform for Acceleration and Inclusion (TRAIN) Act, or the Republic Act No. 10963, to MSMEs.

“We know TRAIN has tremendous effects to ordinary jeepney and tricycle drivers, even carenderia owners. What are the impacts of TRAIN on their income? With the policy research, we will provide policy recommendations to government agencies like DTI, DOST and DOF.”

Moving the Institute forward

Dr. Bawagan expects that UP ISSI will revisit its mandate, its VMG, and core values. Her participatory management style has encouraged the Executive Committee members to reflect and develop what innovations could be introduced with the improved thrust of the Institute.

Beyond her directorship, Dr. Bawagan hopes that ISSI will continue to help the micropreneurs, innovate on training and extension programs, produce researches and policy papers and be responsive to the challenges being faced by the MSME sector.

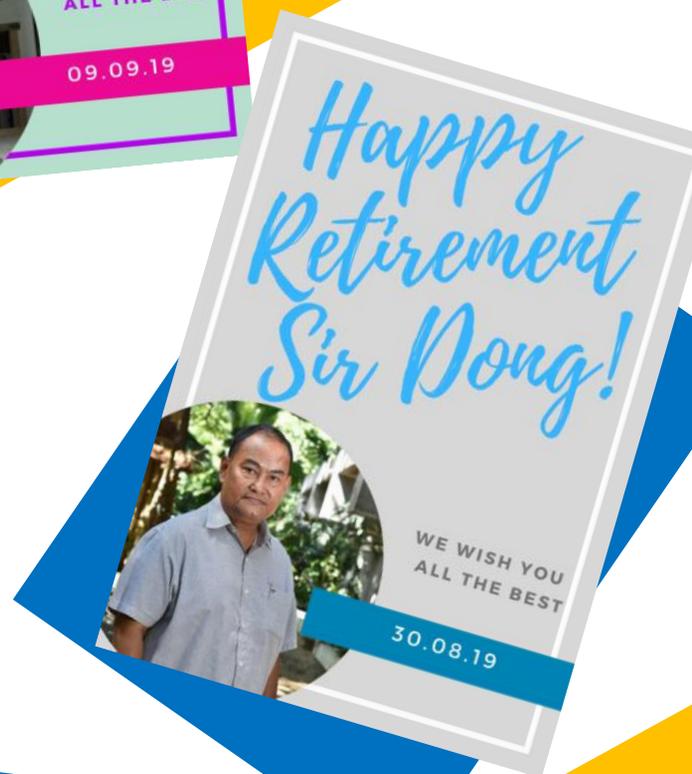
RETIREEES OF UP ISSI

For they are jolly good fellows

Two UP ISSI staff recently graduated with flying colors from the Institute, namely Leoncio T. Cubillas, Jr., head of Business Entrepreneurship Development Division, and Severina Banaga of the Research Division.

Sir Dong worked with UP ISSI for 43 years while Ms. Viring worked for 22 years. A celebration was held to thank them for their years of service. Staff rendered their favorite songs, and prepared videos containing congratulatory messages for the retirees.

The Institute will surely miss the two of you!



SPECIAL FEATURES

LIBRARY INTERNS

Internship Program for Library and Information Science Students

In partnership with the Bulacan State University (BulSU) and UP School of Library and Information Studies (SLIS), the UP ISSI served as a Host Training Establishment (HTE) for the internship program of Library and Information Science (LIS) students. This program aims to provide students with exposure to all facets of LIS work through immersion in actual libraries and information centers.

During the 2nd semester and Midyear of school year 2018-2019, the Institute through its MSME Resource Center provided five LIS students with practical training and work experience in accordance with standard library policies and procedures. The Institute prepared immersive learning opportunities for its Interns to ensure that they could demonstrate the expected learning outcomes required to pass the internship program. These included activities which required them to apply the acquired knowledge in the classroom to actual work environment such as indexing and abstracting, writing annotated bibliographies and preserving records having historical value through digitization; scholarly research activities such as submission of articles; and co-curricular activities such as participation in UP ISSI activities and library learning tours.

The four students from the BulSU logged 150 internship hours individually, from 19 February to 1 April 2019, while the lone UP SLIS library major got his 150 hours of internship from 13 June to 10 July



2019. The students' assessment of their individual learnings from the internship suggested that they learned "not just basic knowledge on the actual library operations, but also the outcomes of the library services and program in our academic life".



#AI4SMES

Recent technological developments have been unprecedented in scale, scope and complexity, fundamentally changing the way we live, work and interact with one another. These changes bring a lot of uncertainty. Robotics, 3D technologies, Internet of Things, among others, transform ways of production, exponentially enhancing efficiencies and reducing costs. While this is a welcome improvement, qualms on how it would affect work abound. A number of studies reveal high probability of job loss in employments with high potential of automation. There are also forecasts of greater inequality resulting from technological disruptions, pushing further below the development spectrum the non-adopters.



Dr. Fidel R. Nemenzo with UP ISSI management and staff

Using simulation-based approach to model the impact of Artificial Intelligence and other advance technologies on the economy, McKinsey Global Institute (MGI) approximated these apprehensions in its September 2018 Discussion Paper entitled: "Notes from the AI Frontier: Modeling the Impact of AI on the World Economy". Their econometric studies revealed three key findings:

(1) AI has large potential to contribute to global economic activity and that based on evidence, around 70% of companies are adopting at least one of the AI technologies and less than half of large companies may be using the full range of AI across their organization by 2030. Given these data, AI could potentially deliver additional economic output of around \$13 trillion, and, boost gross domestic product by about 1.2% per year.

(2) The economic pact of AI may not be linear, but, may intensify over time. A slow start-up is likely due to costs and investments associated with learning and deploying technologies. However, adoption

adoption may accelerate driven by the cumulative effect of competition and complementary capabilities improvement. Further, AI adoption necessitates complementary management and process innovations. The benefits of these changes will build up in later years.

(3) Gaps between countries, companies, and workers may widen because of AI adoption. Current digital divide may be reinforced because of AI. Trailblazing countries could capture an additional 20-25% in net economic benefits, while developing countries may capture only about 5-15%. At the company level, organizations that have a more established digital culture could double their cash

flow or an additional annual net cash flow growth of about 6% more. Companies that have strong digital base, higher propensity to invest in AI will benefit exponentially, potentially gaining three times more than followers. Meanwhile, *laggards that do not adopt AI technologies at all or that have not fully absorbed them by 2030 ...may experience around 20% decline in their cash flow from today's levels, assuming the same cost and revenue model as today.* At the employee level, jobs that require repetitive tasks and low digital skills may significantly decline by 40-30% in 2030, while those that require high



Dr. Ronnie Serfa Juan (seated second from left) and UP ISSI staff during the AI and FIRE seminar

cognitive and digital skills may increase by 40% to more than 50%. Wage levels may also be affected. Jobs with repetitive tasks may stagnate or decrease from 33-20%. All these could cause widening gaps among countries, firms and workers.

Heeding these challenges, enablers are called on to invest in Research and Development and enhance

SPECIAL FEATURES

capacity development. These interventions are hoped to equip institutions to be complementary factors for inclusive development and future-readiness. The Institute is taking an active role in addressing the challenge by initially increasing awareness on the Fourth Industrial Revolution (4IR) among micro, small and medium enterprises and other stakeholders. In the attempt to stimulate discourse on latest technologies and ignite ideas on how we could adapt and adopt, **#AI4SMEs** Learning Sessions were initiated last May and December 2019.

Speakers in the first run include: Vice Chancellor for Research and Development Fidel R. Nemenzo, and Dr. Ronnie Serfa Juan, an ASEAN Engineer and a Korea Research Fellow with Master of Science in Global Information and Telecommunication Studies from Waseda University in Tokyo, Japan; and a Doctor of Philosophy in Electronic Engineering degree from Cheongju University, Cheongju City, South Korea.

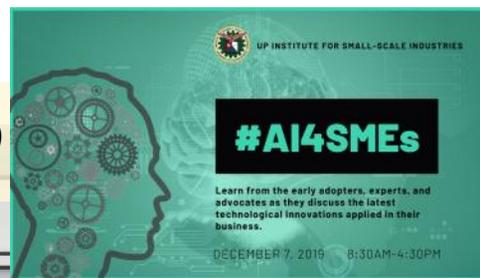
In the succeeding run, speakers come from wider fields. Dr. Alvin Culaba, Professor of Gokongwei College of Engineering, De La Salle University, gave a bird's eye view on Artificial Intelligence (AI) and SMEs, backed up with significant figures and statistics. In his discussion, he dealt on the disruptive technological trends in the world and in the Philippines and their impact on organizations and societies. He emphasized on the idea of deep learning over machine learning and also elaborated on the Fourth Industrial Revolution.

Dr. Prospero C. Naval, Founder and CEO of Fish-I Analytics and Professor at the UP Diliman College of Engineering, Department of Computer Science, discussed AI Technology and Applications. He expounded on the specific applications of various AI technologies in business particularly the Fish-I which uses artificial intelligence for marine biodiversity assessment. Believing that AI is forever, he expressed his optimism on the impact it can make to people without becoming a slave of it. He pointed out also that AI may be coming slow in the country unlike in the other nearby nations but definitely it's on its way there.

Other resource persons are Mr. Genesis Alegata, CEO and Head of Sales and Business Development of Senti AI; Dr. Nestor Tiglaog, Founder and CEO of Adapsense; and Christine Marie V. Casal, Project Leader of Project SARAI. They gave comprehensive and in depth discussions on the following topics respectively: Getting Rid of Redundancies: Digitization of Business Processes; Being an Agent of Change: Providing Technology Solutions to Filipino Entrepreneurs; and Project SARAI: Smarter Approaches to Reinvigorate Agriculture.

While the Institute recognizes that a lot has to be done to make AI more palatable to its stakeholders, particularly micro, small, and medium enterprises, these initiatives serve as on-going pursuits to contribute to the country's efforts to, as asserted by MGI, *increase our capabilities to reap the potential of AI and be proactive in accelerating adoption.*

OVCRD's Dr. Fidel R. Nemenzo (seated third from left) and UP ISSI director Dr. Aleli B. Bawagan (seated fourth from left) with UP ISSI staff, and the participants of #AI4SMEs

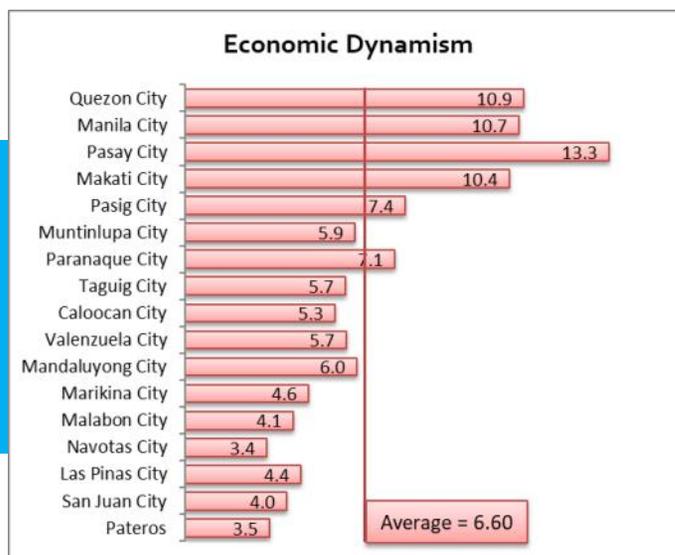


THE 2019 CITIES AND MUNICIPALITIES COMPETITIVENESS INDEX (CMCI)

The University of the Philippines Institute for Small Scale Industries (UP ISSI) once again validated the National Capital Region (NCR) data for the Cities and Municipalities Competitiveness Index Project. As the academic partner of the Department of Trade and Industry-NCR Office, UP ISSI acted as the focal agency that collect and generate data for the local government units in NCR which consist of sixteen (16) cities and one (1) municipality. Consolidated data fall under the four competitiveness pillars of (1) Economic Dynamism, Efficiency, Infrastructure and Resiliency. Each pillar consists of ten (10) indicators further divided into sub-indicators. Overall, UP ISSI collected data for the 234 indicators and sub-indicators for the years 2011-2018. However, due to changes in the indicators, only indicators for the years 2015-2019 (were comparable and) were processed.

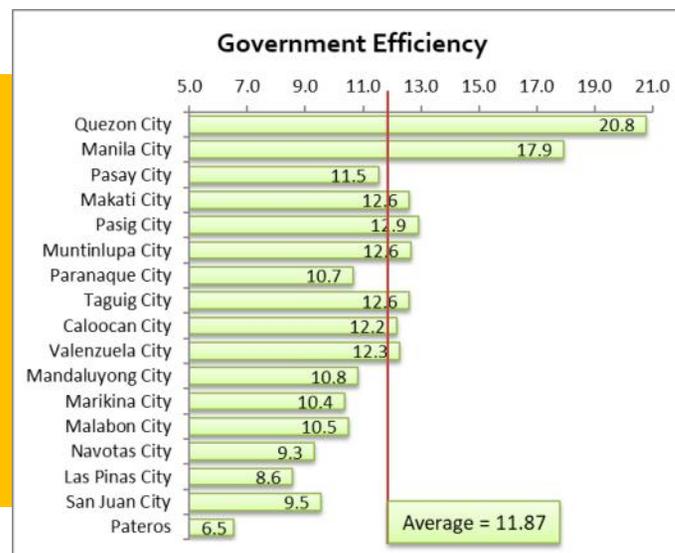
Economic Dynamism

The first pillar, *Economic Dynamism*, is associated with activities that create stable expansion of businesses and industries, and high employment. This is the concrete representation of productivity as it matches the output of the local economy with local resources.¹ Indicators under this pillar include: (1) Size of the local economy, (2) Growth of the local economy, (3) Structure of local economy, (4) Safety compliant of business, (5) Increase in employment, (6) Cost of living, (7) Cost of doing business, (8) Financial Deepening, (9) Productivity, and, (10) Presence of Business Professional Organizations.



Government Efficiency

Government efficiency refers to the quality and reliability of government services and government support for effective and sustainable productive expansion.² Indicators under this pillar include (1) Compliance to National Directives, (2) Presence of Investment Promotion Unit, (3) Business Registration Efficiency, (4) Capacity to Generate Local Resources, (5) Capacity of Health Services, (6) Capacity of Education Services, (7) Recognition of Performance, (8) Compliance to Business Permits and Licensing System (BPLS) Standards, (9) Peace and Order, and (10) Social Protection.



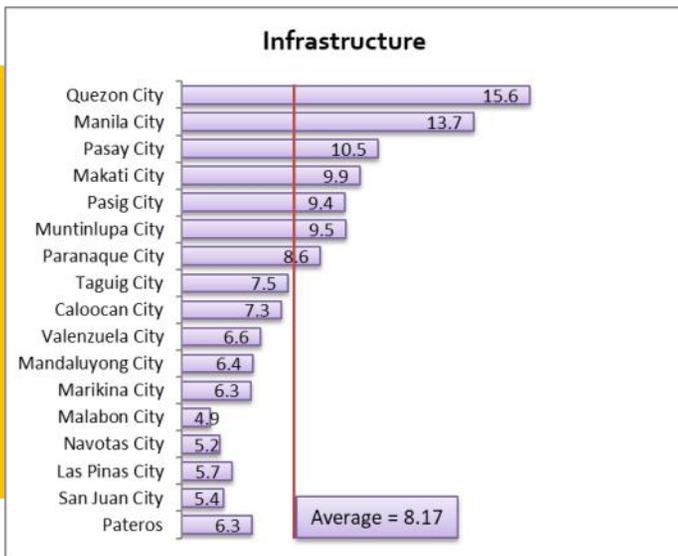
¹This definition is taken verbatim from the 2018 *Cities and Municipalities Competitiveness Index Operations Manual*, p. 6.

²Ibid., 9.

SPECIAL FEATURES

Infrastructure

Infrastructure includes the physical building blocks that connect, expand, and sustain a locality and its surroundings to enable the provision of goods and services.³ Measures of infrastructure include (1) Roads, (2) Ports, (3) Basic Utilities, (4) Number of public transportation vehicles, (5) Education Infrastructure, (6) Health Infrastructure, (7) LGU Investment in Infrastructure, (8) Accommodation Capacity, (9) Information Technology Capacity, and, (10) Financial Technology Capacity.



Resiliency

Resiliency measures how LGUs prepare their locations, environment, firms, and people to respond to different kinds of shocks to ensure sustainable growth. Resilience is equivalent to sustainability beyond natural and man-made disasters.... For LGUs to be sustainable, it is necessary that they are resilient to all types of vulnerabilities and risks, so that the people living and working there- particularly the poor and vulnerable- survive and thrive no matter what stresses or shocks they encounter.⁴ Indicators for this pillar are (1) Land Use Plan, (2) Disaster Risk Reduction Plan, (3) Annual Disaster Drill, (4) Early Warning System, (5) Budget for Disaster Risk Reduction Management, (6) Local Risk Assessments, (7) Emergency Infrastructure, (8) [Redundancy of] Utilities, (9) Employed Population, and, (10) Sanitary System.

In the scoring, each pillar weighs 25%; and the indicators were each given a score of 2.5%. Historically, NCR cities always figure in the top competitiveness ranks. In the past four years, Quezon City was cited as Most Competitive City in

the Country, bagging the Hall of Fame Award. In 2019, National Capital Region displayed a decrease in its average Competitiveness Index (43.64, -1.46 pts) compared with its score in the previous year. Four out of 16 cities score more than 50% (out of 100% perfect score). These cities are Quezon City, Manila, Pasay, and Makati.

Only four NCR LGUs exhibited increase in their overall scores. Pasay scored 8.64 percentage points higher than their score in 2018, followed by Quezon City with an increase of 6.3 percentage points. The Cities of Taguig and Manila showed minimal increases, while all other NCR LGUs demonstrated decreases in their overall competitiveness scores.

Quezon City, Pasay, and Malabon exhibited consistent increase in their Competitiveness Scores. All other LGUs in the region revealed erratic scores in the past five years. The succeeding trendlines show how the other Highly Urbanized Cities in the country fared in the Cities and Municipalities Competitiveness Index in the last five years, covering the fiscal years 2015-2019.

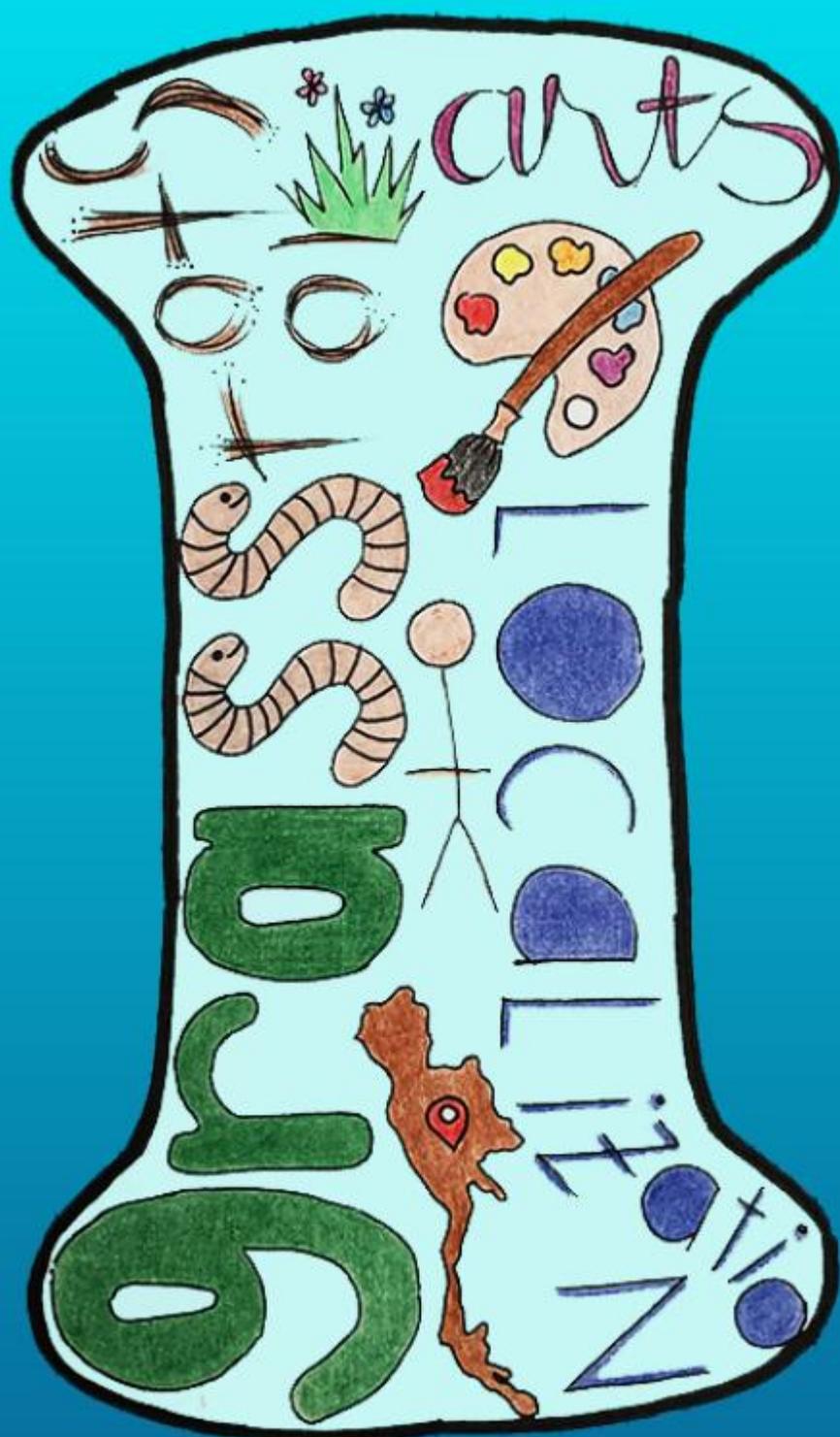
City/Municipality	Trend	Difference in Overall Scores (Score ₂₀₁₉ - Score ₂₀₁₈)	
Quezon City		6.30	
Manila		0.17	
Pasay		8.64	
Makati		-0.83	
Pasig		-0.98	
Muntinlupa		-1.48	
Taguig		0.71	
Paranaque		-0.83	
Mandaluyong		-2.76	
Caloocan		-4.41	
San Juan		-5.58	
Marikina		-3.59	
Valenzuela		-2.74	
Las Pinas		-7.86	
Navotas		-4.34	
Malabon		-2.06	
Pateros		-2.96	

³ Ibid., 12.

⁴ 2018 Cities and Municipalities Competitiveness Index Operations Manual, p. 16.

INNOVATION IN THAILAND

The ISSI News Issue #40, July 2019



UP ISSI Graphics: Jocelle Mamaril/Daryll Villena, 2019

“Innovation can come from anything, not only in the sciences fields but also in the arts, like liberal arts and fine arts.”

◆ Siam Innovation District

“Grassroots innovation: innovation doesn’t need to be high tech. Innovation may start even from community-based enterprises.”

◆ Office of SMEs Promotion

“We do localization for innovation.”

◆ National Science and Technology Development Agency

THAILAND BENCHMARKING TRIP

Takeaways from the Benchmarking Trip on MSME Development and Innovation in Thailand

This year, UP ISSI held its very first benchmarking trip with the purpose of establishing international linkages and partnerships to help achieve a better understanding and innovative perspective towards MSME support services. The UP ISSI management believes that the global economic landscape needs to be explored and considered in upgrading its services. It is imperative to derive lessons from the experiences of other economies in the ASEAN region, such as Thailand.

Done last June 3-9, 2019, the UP ISSI Director, Dr. Aleli B. Bawagan, with members of the Executive Committee and senior staff, along with the UPD Vice Chancellor for Research and Development, Dr. Fidel R. Nemenzo, and an IP and Technology Transfer Officer from OVCRD, went to Bangkok for the Benchmarking Trip on MSME Development and

particular order):

On entrepreneurs and entrepreneurship:

- “Entrepreneurs are people who turn ideas into impact or business...Entrepreneurship is a skill; you need practitioners to teach in addition to the academics.” – Siam Innovation District

On social entrepreneurship:

- “We have a triple bottom line: environmental wellbeing, social cohesion, and economic stability... We cultivate the people when we cultivate the land.” – Mae Fah Luang Foundation under Royal Patronage

On ideation:

- “The business idea should solve the ‘why’ problem.” – RISE Accel Co., Ltd.
- “The business should ‘meet’ the ‘unmet.’” – Institute



At the Institute for Small and Medium Enterprises Development (ISMED) in Thammasat Rungsit Campus, Klong 1, KlongLuang, 99 Puay Uengphakorn Pathum Thani

Innovation in Thailand. At the end of the trip, the members of the delegation learned about the scale of institutional support given to the SMEs in Thailand, observed best practices in SME promotion, and envisioned possible improvements in the various service streams of UP ISSI and OVCRD to its MSME-beneficiaries and industry stakeholders. On June 14, 2019, an echo session to the staff was done to share the experiences and learnings of the team to their colleagues.

From the consolidated insights of the team, here are some takeaways from the institutions visited during the benchmarking trip (arranged in no

for Small and Medium Enterprise Development

On innovation:

- “Innovation can come from anything, not only in the sciences fields but also in the arts, like liberal arts and fine arts.” – Siam Innovation District
- “Grassroots innovation: innovation doesn’t need to be high tech. Innovation may start even from community-based enterprises.” – Office of SMEs Promotion

On FIRE and technology transfer:

“People have to upscale to catch up with technology. The educational system also needs to



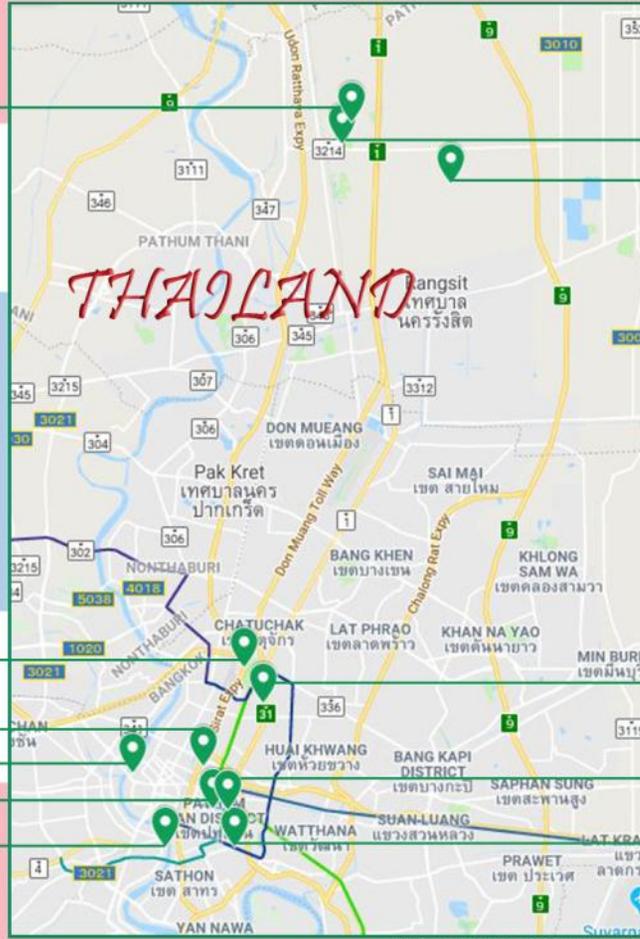
UP INSTITUTE FOR SMALL-SCALE INDUSTRIES
BENCHMARKING TRIP ON MSME DEVELOPMENT & INNOVATION IN THAILAND



National Science and Technology Development Agency



Institute for Small & Medium Scale Enterprise Development



Chatuchak Market

National Innovation Agency
Startup Thailand

New Siam Riverside

Siam Innovation District

Icon Siam



M Melon Farm & Suang Foong Kajor Organic Farm



Office of the SMEs Promotion

RISE Accel

Studio Hive & Mae Fah Luang Foundation



- catch up as some skills are already obsolete. The landscape is not the same anymore.” - Studio Hive Co., Ltd.

On the challenges in marketing technologies and researches:

- “The challenge is the ‘valley of death:’ how to transform technologies to products... Here we assist our technology business start ups from their early stage (to scale up); from pre-incubation up to post-incubation.” - National Science and Technology Development Agency
- “The challenge is bringing the researches to the market. Nine out of ten start ups die, so here we provide the ‘sandbox’ for start ups to do something new. - Siam Innovation District

Offices visited:

STUDIO HIVE
289 Muban Di Somchok Soi 1, Khlong Chan, Bang Kapi District, Bangkok

MAE FAH LUANG FOUNDATION under Royal Patronage (for the Doi Tung Coffee)
1875/1 Rama IV Rd. Lumpini Pathumwan, Bangkok

SIAM INNOVATION DISTRICT
Chulalongkorn University
Wang Mai, Pathum Wan District, Bangkok

RISE Thailand
22nd Flr., Amarin Plaza, Ploenchit Road, Lumpini, Pathumwan, Bangkok

OFFICE OF SMALL AND MEDIUM ENTERPRISES PROMOTION (OSMEP)
TST Tower, 18th Flr., TST Tower, 21 VibhavadeeRangsit Chomphol, Chatuchak Bangkok

INSTITUTE FOR SMALL AND MEDIUM ENTERPRISES DEVELOPMENT (ISMED)
Thammasat Rungsit Campus, Klong 1, KlongLuang, 99 Puay Uengphakorn Pathumthani

M MELON FARM and SUANG FOONG KAJORN ORGANIC FARM, Pathum Thani

NATIONAL SCIENCE AND TECHNOLOGY DEVELOPMENT AGENCY
Thailand Science Park, Phahonyothin Road, Khlong Nueng, Khlong Luang, Pathum Thani

NATIONAL INNOVATION AGENCY
NIA 73/2 Rama VI Rd., Phayathai, Ratchathewi, Bangkok

CHATUCHAK WEEKEND MARKET
Kamphaeng Phet 2 Rd. Latyao, Chatuchak, Bangkok

SPECIAL FEATURES

UP ISSI BIDS FINAL ADIEU TO FORMER DIRECTORS, STAFF

Former Directors of UP ISSI, Melito S. Salazar, Jr. and Nestor O. Rañeses, passed away in 2019. Prof. Salazar succumbed to cancer on 16 February 2019. He finished his Bachelor of Science degree in Business Administration (1971) and Master's degree in Business Administration (1974), both at the University of the Philippines Diliman. He served as UP ISSI Director from 1983-1991.

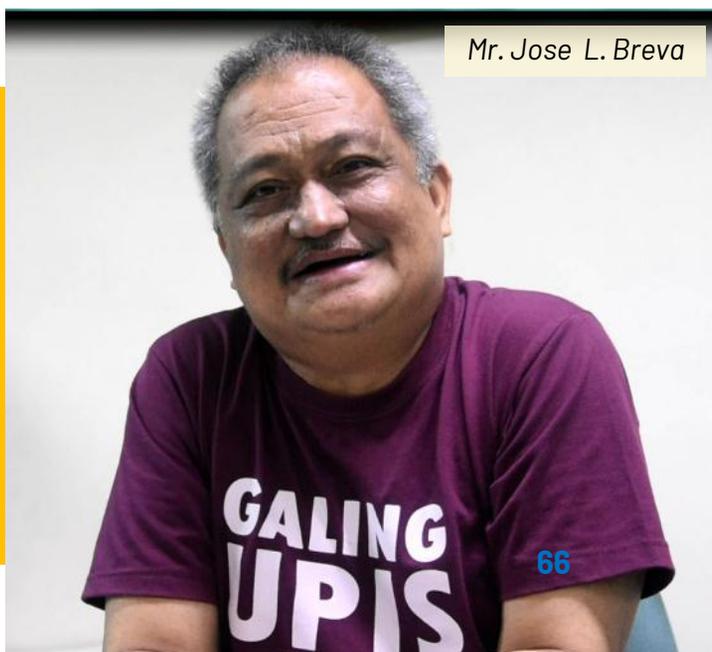


Mr. Melito S. Salazar, Jr.



Prof. Nestor O. Rañeses

Prof. Rañeses died on 4 October 2019 at the age of 63. He served for two terms as UP ISSI Director from 2010-2016. Prof. Rañeses earned his Bachelor of Science in Industrial Engineering and Operations Research from UP Diliman in 1977, while he got his Master of Science in Industrial and Systems Engineering from Georgia Institute of Technology in 1981.



Mr. Jose L. Brevia

Mr. Jose Brevia Jr., long-time Administrative Staff of the Institute, died on 28 November 2019. Mr. Brevia, 54, is survived by his wife and two daughters.

They will be missed by the entire ISSI family.

UP ISSI AS A HOUSE OF REFUGE

UP ISSI is not alone in its 5-storey building.

With ongoing renovations at Vinzons Hall, the Office of Scholarships and Student Services (OSSS) and the All UP Academic Employees Union (AUPAEU) transferred to the ISSI building. Meanwhile, due to safety issues with its own building, the Institute of Islamic Studies (IIS) also requested to be housed in ISSI.

The OSSS, headed by Officer-in-Charge Prof. Niel Kenneth F. Jamandre, is occupying Room 202 of the Institute while the AUPAEU is having their office at the old library room at the third floor.

"We are okay here. Thank you," said Charisse from the OSSS when asked about their stay at the building of ISSI.

"Our stay at the UP ISSI is very satisfactory. The UP ISSI administration readily responds to our needs," said Nelin Estocado-Dulpina, National PRO of AUPAEU.

While waiting for their new office location, the Administrative Office and Research Publications and Extension offices of IIS are temporarily housed at the second floor while the Office of the Dean Macrina A. Morados is located at the fourth floor.

"It's been a year since IIS transferred to ISSI due to safety condition of Romulo Hall," Ahzil Gabion, Administrative Officer of IIS, elaborated.

"Since day one, all the staff especially ISSI officials have been very helpful and supportive. We were able to survive and succeed in all our programs and activities because of their full assistance and also approving our requests. Thank you for being our second home, for accommodating us and for giving us a safe shelter," Gabion further said.

We wish the three offices for its safe and productive stay at the Institute while waiting for the completion of their renovated offices inside the campus.

Staff from the Institute of Islamic Studies (IIS)



Staff from the Office of Scholarships and Student Services (OSSS)



All UP Academic Employees Union (AUPAEU) during the National Executive Board meeting



SPECIAL REPORTS

APPLYING APPRECIATIVE INQUIRY (AI) IN ORGANIZATION DEVELOPMENT (OD): THE UP ISSI HOLISTIC APPROACH IN IMPROVING ITS ORGANIZATIONAL EFFECTIVENESS

In order to deliver the change the organization is aiming for, UP ISSI underwent an organization development (OD) process as a response to the Institute’s Strategic Planning held December 2018 on the need to review its VMG statements and its management structure. This holistic approach of improving the Institute’s management structure and organizational effectiveness aimed to streamline the operational procedures, resolve diverse issues, enhance staff morale and unity by liberating the talents and vitality of staff.

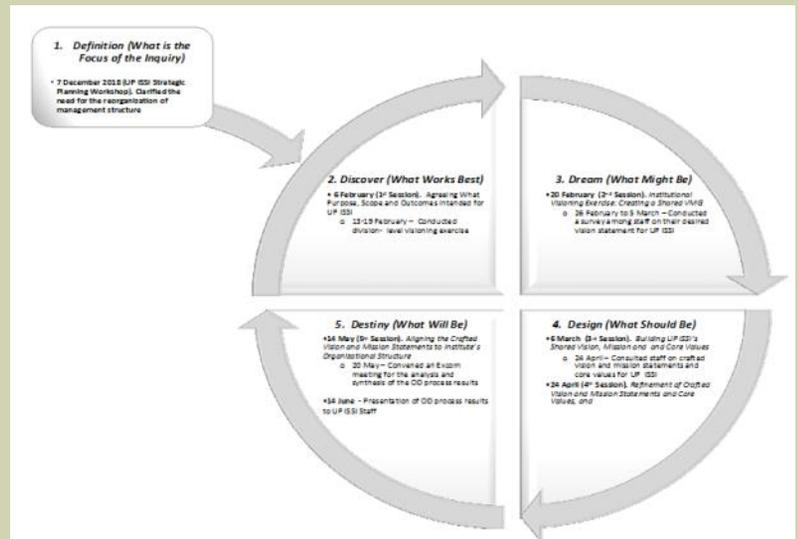
To achieve successful organizational change, the Institute adopted the Appreciative Inquiry (AI) as an intervention during the change process. With the integration of the fundamental approach of AI in the OD process, the staff realized their potentials and highlighted their success stories, thereby enabling complex development and change process within the Institute.

Positive Voices, Minds and Hearts

Since AI focuses on positive voices rather than deficit problems in conversational process (Chung, 2018), the Institute’s OD process evolved on

“Discovering the best of.... Understanding what creates the best of.... Amplifying the staff and processes who best exemplify the best of....” (Bushe, 1995).

Aimed at improving organizational effectiveness, the OD process helped identify critical gaps in the Institute’s organizational capacities that include staff skills, programs and resources (Definition) and ended with reaffirming institutional commitment and paths toward innovating “what will be UP ISSI in the future” (Destiny), as shown in the 4-D process below.



How did 4-D Process Work?

To ensure an objective organizational assessment, the Institute tapped Prof. Lenore Polotan-dela Cruz, the Director of the Office of Extension Coordination under the Office of the Vice Chancellor for Research and Development, who served as OD consultant for her guidance and advice. Guided by AI approach, the Institute underwent a series of discussions to collectively define its identity, capacity, strategic choices, desired impact and priorities. In all phases of the 4-D process, staff participation and commitment served as the key drivers to build a shared ownership of the Institute’s OD process results.

Phase 1. Discover (What Works Best). To determine the scope and desired outcomes of the OD process, the top management and staff were interviewed to share their success stories and identify critical success factors that will contribute in achieving the desired outcomes. Inspired by these success stories, a visioning exercises of the whole ISSI Team was conducted to craft a shared vision of the future they want for the Institute. Such result served as building blocks in crafting the shared vision statement.

Phase 2. Dream (What Might Be). In crafting a compelling UP ISSI team vision, the Excom of the Institute harmonized the unit/division visions within a common vision and bridged the gaps between desired vision and reality. Likewise, extensive review of the UP Diliman Mandate (RA 9500) and UP ISSI Mandate (RA 6041); analysis on the present status of UP ISSI including the MSME sector; and benchmark with peer agencies such as the Department of Trade and Industries (DTI), Philippine Institute for Development Studies (PIDS), and Philippine Chamber of Commerce and Industry (PCCI) were undertaken to ensure the relevance and alignment of the core functions with Institute's Mandate and strategic needs and challenges of the MSME sector/s.

Phase 3. Design (What Should Be). Since design is about moving a vision into a plan of actions (Knox, 2015), a review of the mission statement and core values of the Institute was conducted to identify what to change in order to realize the dream. In building a shared mission and core values statements the entire UP ISSI staff were involved and consulted as to what the Institute should aim to do or achieve and how it should be doing its work.

Phase 4. Destiny (What Will Be). With this collegial effort, the vision-mission of the Institute is now put into action. Staff have reaffirmed their commitment by deepening their understanding of how and why they are expected to perform and behave in the organization. As an ongoing organizational process, the top management of the Institute engages its staff with positive conversations of possibilities and opportunities that will drive the Institute to achieve its highest level of potential as an organization.

With the participation of *all* voices in the OD process, the UP ISSI community continuously engages in positive conversations which encourage staff to reaffirm their commitment to be involved in this process of improving the Institute's effectiveness and responsiveness to the MSME sector.

References:

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SPECIAL REPORTS

THE FRN WE KNOW

Dr. Fidel R. Nemenzo was appointed 11th Chancellor of the University of the Philippines Diliman by the UP Board of Regents on February 3, 2020. A Professor of Mathematics at the College of Science, Dr. Nemenzo graduated with a bachelor's degree in Mathematics from UP in 1985 and obtained his master's and doctorate degrees in Mathematics from Sophia University in Tokyo in 1992 and 1998, respectively. Believing in his leadership, the whole ISSI community celebrates the appointment of Dr. Fidel R. Nemenzo as UPD Chancellor. In this short article, we pay tribute to our former OIC-Director, Dr. Nemenzo, or FRN as we call him.

Passion and Advocacy

"Sir FRN was my STS professor back in college. I remember one of his lectures about mathematics as a way of seeing the world. In that lecture, he was able to convey his passion in teaching, in making the study of mathematics interesting, relevant, and relatable. I believe this passion was extended when he became an OIC of UP ISSI. In his opening and closing remarks during programs of the Institute, he would always mention about the history of UP ISSI - its part in industrial revolution, and its continued relevance to the promotion and growth of Philippine MSMEs." (Joanna, UES, Research Division)

FRN was UP Diliman Vice Chancellor for Research and Development when he joined ISSI on February 2, 2016 as OIC-Director. With expertise in number theory, elliptic curves and coding theory, FRN admitted to doing a "crash course" on the micro, small and medium enterprise (MSME) sector as he did not know much about the industry prior to working with UP ISSI.

But FRN brought with him his specialization and personal advocacies in leading UP ISSI. He was open to explore how different expertise and disciplines interact.

Under his leadership, UP ISSI implemented programs and conducted events for MSMEs on leveraging technology for improved growth and competitiveness.

In November 2016, the Institute held a symposium entitled "Rationalizing TBI Centers: Developing

Strategies for UP Diliman" to share the development strategies of technology business incubator (TBI) centers located in UP. Important strategies identified were to protect the startups' new innovative ideas, including but not limited to



and product prototypes and business models as well as to develop their marketing plans.

The following year, ISSI's annual offering "Tara Na, Negosyo Na!" focused on Scientists and

Researchers. The event aimed to inspire scientists, engineers, and researchers to channel their scientific experimentation and innovation activities towards contributing to the economic growth of the country and social welfare of the poor and vulnerable Filipinos.

Whenever invited to talk in these events, FRN would always emphasize the importance of understanding technology, how it changes society and how MSMEs can maximize it for their advancement.

Servant leadership

“Chancellor Nemenzo is a true epitome of a servant leader. An able leader and technocrat who has the heart for promoting the welfare of the common “tao”. He championed the cause of MSME always believing that promoting their upliftment and development will be the key to achieving an inclusive growth in the Philippines.” (Alan, UES, Administrative Delivery Division)

Having a heart of servant leadership, FRN would always urge ISSI to go back to its roots, the reason for its existence - to be of service to small entrepreneurs - and to be mindful of this mandate when conceptualizing and implementing training and extension programs for MSMEs.

In 2016, the MSME Disaster Vulnerability and Resilience Study conducted in 2016 looked into the disaster-induced business disruptions experienced by MSMEs and their preparedness for these eventualities. The survey found out that majority of MSMEs did not have Business Continuity plans due to lack of information for building BCP, lack of budget, and lack of human resources. Insights from this research further strengthened ISSI's Business Continuity Planning (BCP) Program in its aim to develop a culture of preparedness among local MSMEs.

Smart Business Guides were also developed to help MSMEs in the different aspects of business operations. Some of the topics of these handbooks were: "How to Start an Online Business"; "How to Create New Products"; "How to Use Social Media as a Marketing Tool", among others.

Partnership and collaboration

“He made it a point to integrate ISSI as a part of UP - thus being able to connect research and programs of different colleges and units in the University that are relevant to entrepreneurship development.” (Joanna, UES, Research Division)

It is during FRN's leadership that ISSI became a part of the OVCRD family, fully integrating the Institute into the UPD community.

In 2017, ISSI partnered with the UP College of Fine Arts (UP CFA) and the Department of Trade and Industry - Rizal for the "Marketing and Product Development Program" for MSMEs in Rizal province. Under this program, 25 UP CFA industrial design students provided product design and development (including a written design and product plan) to eight (8) enterprises in Rizal.

The Institute held its first conference for micro, small, and medium enterprises (MSMEs) at the UP Bonifacio Global City campus in 2018. The event gathered UP officials, academics, policymakers, entrepreneurs, and other stakeholders for a full-day discussion and sharing of experiences on the use of technology, enhancing entrepreneurship and the contributions of the MSME sector to the society.

Even after leaving the post of OIC-Director, FRN continued working with ISSI. It is through his network with scientists and technologists in Asia that the Institute co-hosted the 9th ASIP International Conference with the theme, "Technology and Innovation for SMEs" held on October 2019.

People

“His inspiring and humble ways serves as rallying point and unifying factor among ISSI's officers and staff.” (Alan, UES, Administrative Delivery Division)

“FRN is a unifier, supportive, and approachable. You can feel his love for UP and everyone in the community.” (Nova, UES, Director's Office)

“Nang dumating ako sa ISSI, nagtanong agad ako kung sino ang director. Sabi nila si VC FRN. Sabi ko, sino yon, saan galing. Sabi ng mga kasamahan ko,

SPECIAL REPORTS

okay yon, tahimik, pero okay kasama at hindi suplado. Dumating ang time na nagkaharap kami ni FRN. Kahit busy, nakipagkuwentuhan siya samin. Biro mo yon, barkada niya pala ang barkada at kumpare ko; dahil pareho kaming lumaki sa Area 2. Simula nang magkausap kami, ayun, para ko na siyang kapatid. Nakilala ko siya kung paano siya magtrabaho at makisama sa mga empleyado.” (Romy, PC, Training and Entrepreneurship Education Division)

“Sobrang bait niya. Naalala ko, nag-effort siya pumunta sa burol ni Papa, saka nag-stay pa para maki-mingle sa relatives ko.” (Jeff, UES, Research Division)

“He is the COOLEST Director that ISSI ever had, very approachable and down to earth.” (Neil, UES, Training and Entrepreneurship Education Division)

“Puso, dangal, talino, at husay. These were highlighted by Sir FRN when he talked about public service provided by the Institute and the University as a whole. Indeed, these are the same traits he

embodied when he became part of the UP ISSI family.”(Joanna, UES, Research Division)

Si Sir Fidel ay hindi mahilig magsuot nang napaka-pormal na damit. Pero syempre, bilang administrador, may mga official functions na kinakailangan ito. Sa imbitasyon naming magsalita sa closing ceremonies ng isa sa aming training programs, ang kanyang tanong: “Ano ang costume?” Isa si Sir Fidel sa masasabi nating “very humble at unassuming” na boss - malamang ayaw nya ring tawaging boss. Totoo rin naman, dahil higit sa pagiging OIC ng ISSI, sya ay isang lider. Isang lider na may paninindigan at may puso para sa maliliit na tao. Isang lider na marunong makinig at handang matuto. Isang lider na sumasalamin ng dangal at husay.” (Gleng, UES, Training and Entrepreneurship Education Division)

“I had a chance to work with Sir Fidel when he was first assigned to lead ISSI. That time, a lot of re-evaluations and adjustments had to be made in how we do things to ensure that we are aligned with our mandate. Part of my engagement with him was to constantly provide background on what we do, our projects and programs, and the challenges we were



experiencing. He was always unassuming and not trying to interpret things. He just listened intently. You won't feel intimidated, rather empowered. When I provide suggestions, he then balances things out to make sure the decision is fair and effective. Though he is soft-spoken, he is a firm decision-maker. I will never forget the time he stood by me in one of the hardest decisions that we have to make. He never swayed, as long as it was for the good of the institute and promotes public service. He was supportive all throughout. I am grateful to have worked with him even though it was for a brief time." (Ferdz, UES, Business Enterprise Development Division)



"Bilang sekretary ni Sir, nakita kong magaan siyang katrabaho. Kahit isa siyang "boss," hindi ka maiilang magtanong o humingi ng tulong sa kanya. Napakasimpleng tao. Sa loob ng kanyang panunungkulan sa ISSI, naging saksi po ako sa kanyang tapat, wagas, at pantay-pantay na pakikitungo at pamumuno. Sa kabila ng kanyang mataas na antas ng pag-iisip, buong kababaang-loob niyang pinakikinggan ang iba pang mga pananaw, manggaling man sa maliliit na kawani o sa may

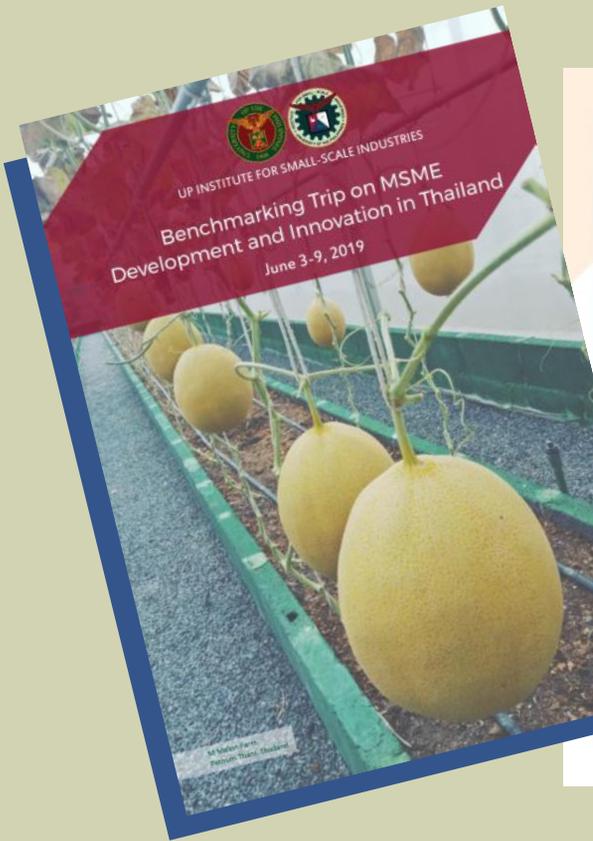
mataas mang katungkulan, bago tuluyang ipahayag ang kanyang mga desisyon, na kadalasan ay nakabubuti sa karamihan. Bukod sa ipinamalas niyang dedikasyon sa kanyang tungkulin, ang mga katangiang ito ang tumatak sa akin. I treat him not just a boss, but a family member and a friend." (Ludy, Administrative Assistant, Director's Office)

In the two years that FRN served as our OIC-Director, significant achievements were made. But more than these achievements, it is FRN's leadership and character that we would always remember. A leader who motivates, empowers, and inspires. A leader who listens, engages, and serves. A leader who is firm and yet gentle and humble in many ways. And in the grand scheme of things, this is what leadership should be all about.

Thank you very much Sir FRN! We wish you all the best in your post as UP Diliman Chancellor!

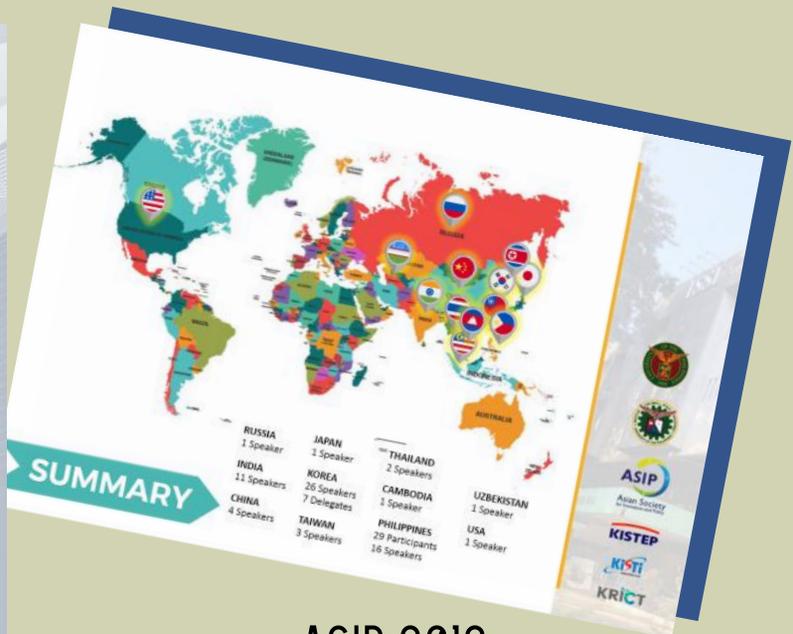


ISSI PUBLICATIONS



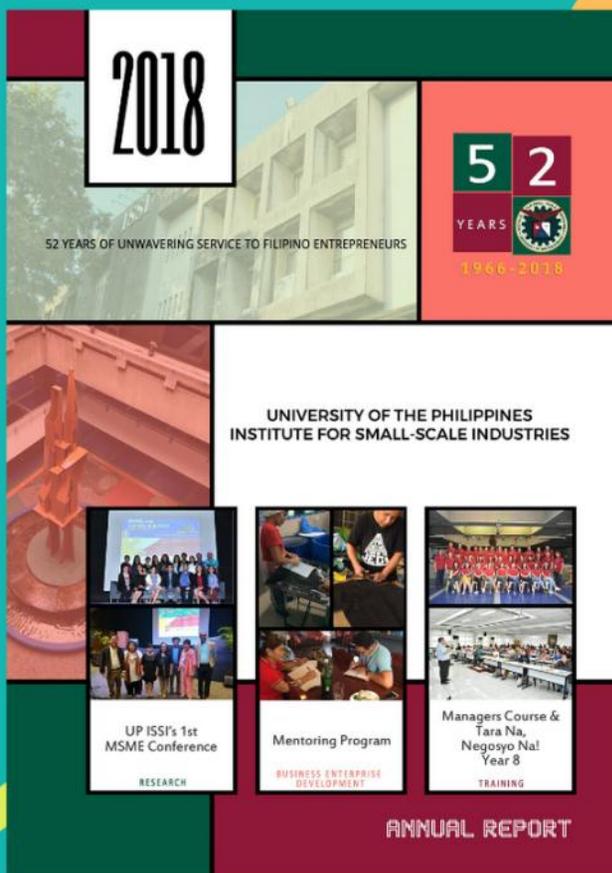
THAILAND BENCHMARKING BOOKLET

Benchmarking Trip on MSME Development and Innovation in Thailand



ASIP 2019 INTERNATIONAL CONFERENCE

Proceedings of the ASIP 9th International Conference Technology and Innovation for SMEs



2018 ANNUAL REPORT

UP ISSI released the following publications in 2019:

- ◆ 2018 Annual Report; and,
- ◆ 2019 ASIP International Conference Proceedings.

Three issues of the UP ISSI News were released: #39 on April, #40 on July, and #41 on October 2019.

The UP ISSI Annual Report was formerly known as Prospectus while the UP ISSI News was formerly called ISSI Wallnews.



THE ISSI NEWS
Issue No. 39



THE ISSI NEWS
Issue No. 40



THE ISSI NEWS
Issue No. 41

ADVOCACY WITH THE UP COMMUNITY

COPE: BRINGING ENTREPRENEURSHIP CLOSER TO THE PEOPLE

The Communities of Practice for Entrepreneurship, or COPE, is the advocacy program of the Training and Entrepreneurship Education Division. It aims to bring entrepreneurship education to communities that lack access to such social service. The COPE program has been conducted with partner enterprises that have been subjected to the Integrated Organizational Survey and Assessment under the Managers Course. Under the COPE program, these enterprises availed of free trainings on business continuity planning.

In 2019, the COPE Program has been launched in the community itself. In coordination with the Field Instruction Program of the UP College of Social Work and Community Development, COPE was

activity which gave an overall picture of the physical and human resources in the community. A business simulation game was facilitated, wherein leaders and members of SKKKSM participated; this served as a more practical approach to learning the business cycle.

Moving forward, the succeeding phases of the program are the modules on enterprise development, marketing management, operations, organizational development, and finance.

The learning process in adult learning entails the duality of roles for the learners and educators; such that learning becomes a multi-way process. Learners learn from educators and co-learners, in



The participants with the UP ISSI staff and Prof. Zoe (standing first from left) from UP College of Social Work and Community Development

introduced in the community of Sapang Munti, Brgy. San Mateo, Rizal. The main partner organization was the Samahan ng mga Kababaihan para sa Kaunlaran at Kinabukasan ng Sapang Munti (SKKKSM).

In the initial phase of the program, a focus group discussion was conducted to identify the learning needs of the community members. This was supplemented by a community mapping activity

the same manner that educators also learn from the learners themselves.

The COPE program hopes to develop a culture of entrepreneurship among community members. The empowerment of the people of Sapang Munti would mean the ownership of their circumstances, resources and successes alike.

Here are some of the insights from the trainer-facilitators of the COPE Program.

"They have a women's organization, which is venturing into business. They are getting by on a daily basis, but have no idea as to the totality of managing an enterprise. So we conducted a business simulation game, so they can learn to appreciate the whole business cycle." - Fe Reyes

"During the simulation game, I observed that they are afraid that they'd accumulate losses. But with the right guidance, they'd be more knowledgeable and confident on managing their business." - Kimberly Alo

"Start with where the people are - that's what struck me the most. They have the resources, and they have an idea what to do. What they need is guidance on managing the enterprise. So we have to complement what they already know and those aspects that they need assistance with." - Krystel Soria

"I learned more from them. I've seen how they are able to survive with only the essentials. I also observed how they support each other. The Bayanihan spirit is truly alive - in their group and in the community." - Allysa De Guzman

The COPE program hopes to develop a culture of entrepreneurship among community members. The empowerment of the people of Sapang Munti would mean the ownership of their circumstances, resources and successes alike.

Infographic: Shows that the profile of participants based on gender, total of 21 participants participated to the Business Management Game, and profile based on their respective organization/sector of Brgy. Sapang Munti.

PROFILE OF PARTICIPANTS

- SAPANG MUNTI
- BRGY. SAN MATEO
- NORZAGARAY
- BULACAN

GENDER



AGE



Below 20	4	41 - 50	3
21 - 30	3	51 - 60	4
31 - 40	6	61 - 70	1

SECTOR OF BRGY. SAPANG MUNTI

Fieldwork Students



ADVOCACY WITH THE UP COMMUNITY

KWENTAHAN TAYO: FREE ACCOUNTING SERIES FOR MSMEs

With the goal of helping micro, small, and medium enterprises (MSMEs), the UP Junior Philippine Institute of Accountants (UPJPIA) launched accounting talks entitled, "Kwentahan Tayo: Pinadaling Accounting para sa'yong Negosyo." Through programs that aim to educate and develop the entrepreneurial and financial skills of business owners, UPJPIA aims to help small businesses flourish from their improved assessment of their financials and operations. In partnership with UP Institute for Small-Scale Industries and DTI-NCR Office, the seminar-workshop was conducted in April 6, 2019 and the second batch in four (4) consecutive Saturdays (September 21, 28, and October 5, 12) at UP ISSI.

This year, the team experimented with having a month-long project as opposed to previous accounting talks which was held within a day covering three (3) different topics. This was a big leap for UP JPIA. However, with the goal of educating small enterprises about different business concepts and with the help of the aforementioned partners, UP JPIA managed to make the event possible.

The seminars were originally created as a CSR event for UPJPIA to help businesses improve their operations by teaching them principles of accounting and making it easier for them to understand their own financials. In the past years, the organization managed to get speakers who did not ask for any fee for their services as instructors in the talks.

The topics discussed were as follows: Basic Accounting Theory, Taxation, Internal Control and

Management Strategies with Remvert Bryan Placido, Kendra Lorin, Bryan Neil Domingo, and John Michael Marquez as the speakers, respectively. Targeted for non-accountant audiences, including small business owners, such as sari-sari store owners and aspiring entrepreneurs, the talk was divided into a seminar for the discussion of the lessons and a workshop afterwards to put their learnings into practice.



UP JPIA members with DTI NCRPO representative and UP ISSI staff

Next semester, the goal is to make the event even bigger as previous talks show that there is a demand for free seminars relating to basic accounting and other business principles. UPJPIA has a lot in store for incoming semesters and we hope that participants would still give the appreciation they have shown in the past years for these free seminars.

Kwentahan Tayo (April 2019 batch) participants and UP JPIA members



EXTENSION ACTIVITIES

PAKIGLAMBIGIT: PAKIKIISA SA BAKWIT SCHOOL

Lumad in UP ISSI



Director Aleli B. Bawagan with the Lumad community and UP ISSI staff

ISSI hosted the Lumad Bakwit School from January 25 to February 15, 2019 and subsequently almost once every quarter. To make their stay worthwhile, UP ISSI organized learning and solidarity events with them.

Last February, a program was held for the Lumad children who gamely displayed their prowess in singing, dancing, and beadworks, through a workshop called 'Pakiglambigit' or an afternoon of sharing and bonding. The Institute likewise witnessed the moving-up ceremony held at the UP Integrated School Auditorium on March 27. The Paragas Ki or a night of cultural presentations were held for the graduates after the graduation ceremony.

UP Diliman continued to host the Lumad Bakwit School for the whole year of 2019.

The Bakwit students from the island of Mindanao are having their time full with the activities ranging from school work, tutorials, and beadworks during their spare time.

An 18 year old Grade 10 student of the Lumad Bakwit School showed me the beadworks which her group is doing. .

"Dito lang kami sa malapit sa campsite umaga o gabi. Bisi man sa schooling. Tinuruan nila kami. Dun sa Music, nagturo sila ng kanta para sa graduation namin," she said. (We always spend our time in the vicinity of the camp site day in and day out. We are busy with schooling; at the College of Music, they taught us a tribute song for our Moving-Up Ceremony).

"Gusto na nila bumalik sa Mindanao. Andun pamilya nila. Gusto na ulit nila makita ung sakahan nila. Mga puno at gubat. Nahohome-sick karamihan sa mga bata," one of the NGO volunteers shared. (They want to return to Mindanao. Their family is there. They miss their farm, trees and the mountain. They get homesick.)

"Tinuruan ng volunteer ang mga bata ng paggawa ng beads. Nagdo-donate sila ng beads tapos yung nagawa eh benebenta sa mga me gustong bumili ng beadworks." a student-teacher mentioned during our interview while they were still at the UP ISSI building. (A volunteer taught the Bakwits bead making. The beads are donations and the finished products we sell to those who appreciate our beadworks.)

The beadworks are being sold depending on the size and length. The smallest size is Php50 while the biggest beadwork product usually costs Php300. Those are bracelets, necklaces, earrings, and even lanyards which are popular among students and the UP community. Almost every beadwork the Bakwits made are sold out at the end of each day. Groups usually visit the campsite of the Bakwits and buy whatever finished beads they made. The children are very creative.

EXTENSION ACTIVITIES

“Sa paglalakbay ng aming buhay, naging bahagi kayo ng aming tagumpay”

This chorus line from the tribute song of the Bakwits summed up their gratefulness for the support they got from the UP Community. The journey of the Bakwits have been made comfortable by the support of various groups and individuals who made their stay in the metro a safe and productive one.

It is not yet known when all the Bakwits will return to their ancestral lands in Mindanao. But the kids are full of hope. They dream of finishing their studies. They long for their farms, homes and

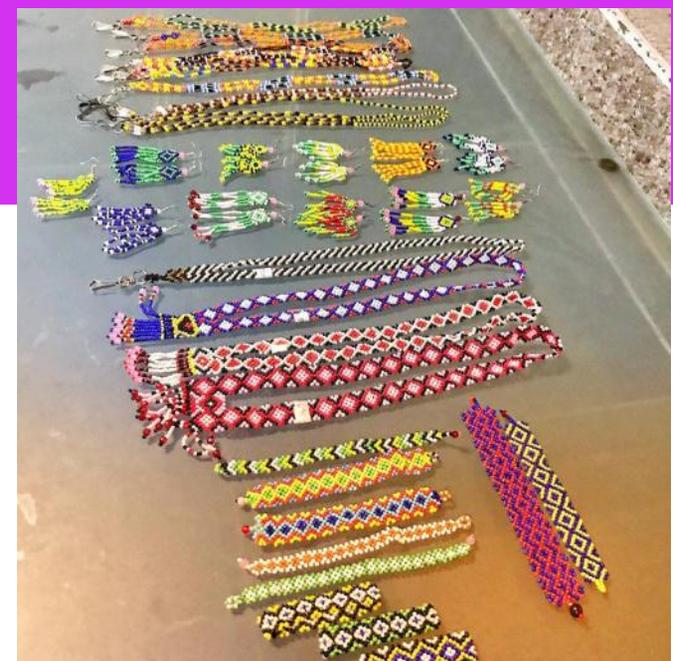
familiar faces and surroundings. With the tribute song they sung during their graduation, the Bakwits hope to live peacefully in their ancestral lands, not to be associated with the word Bakwit anymore but people living permanently in the land of their ancestors – free from fears and intimidations of powerful forces.



A bakwit student-entrepreneur and her elder proudly displaying their product.



Some work in progress during the beadwork session of the day



Finished beadworks on display

TEED INTERNS

Internship Program for Grade-12 B&E-track Students

Three students from the University of the Philippines Integrated School (UPIS) had their internship program at the Institute's Training and Entrepreneurship Education Division on October 7 to 18, 2019. Angela Mae Babaran, Eunice Andrea Ruivivar, and Erja Myrell Sicat are Grade-12 students under the Business and Entrepreneurship track.

Entrepreneurship and Workplace Productivity. They also produced an infomercial on the step-by-step process of the payment procedure.

At the end of the 80-hour internship program, the three interns presented their final output - a proposed training design on Digital Marketing and e-Commerce. This served as the integration of the learnings they acquired as interns. It also reflected their appreciation of entrepreneurship and the work that ISSI does for MSMEs.

UPIS interns with the UP ISSI management and TEED staff



The on-campus internship provides these senior high school students "the opportunity to apply their knowledge and skills acquired from their basic education in the real work setting. It also aims to give students an excellent venue to test and explore preferred occupational roles and develop proper attitudes and good values towards work, superior and fellow workers".¹

The internship program gave the students an opportunity to experience first-hand the management and coordination of training programs at the Institute, where they assisted in the conduct of the 56th Accounting for Non-Accountants Course, 66th Productivity through Effective Supervision Course, and 5th Total Productive Maintenance Course. They wrote articles on Accounting and Entrepreneurship, and the importance of

"Ang pagiging intern sa ISSI Training Division ay isa sa mga hindi ko makalilimutang pangyayari sa aking buhay. Namulat ako sa mga kalakaran na nangyayari sa isang opisina at nakaranas na pangasiwaan ang isa sa kanilang mga training programs. Nasubukan rin ang paraan ko ng pakikisama sa iba dahil marami akong nakilalang tao na galing sa iba't ibang larangan. Pagdating naman sa pakikipagtrabaho sa mga nasa Training Division, hindi kailanman ay naramdaman kong intern lang ako dahil itinuring nila akong katrabaho nila at ginabayan kami sa buong internship namin. Malaking ambag ang karansan kong ito sa kung anuman ang aking trabaho sa mga susunod na taon." - Angela Mae Babaran

¹Correspondence with UP Integrated School, 2019

EXTENSION ACTIVITIES

2019 LEARNING SESSIONS

The year 2019 has been beneficial for ISSI staff in terms of additional knowledge and skills from quarterly staff development sessions as part of the Institute’s goal of improving staff capacities. Other training activities were also organized aside from these quarterly meetings.

The first of this learning session was the Gender Sensitivity Training (GST) facilitated by the UP Diliman Gender Office held 15 March. The GST was provided to promote and mainstream “gender awareness and sensitivity” for all University constituents and to have “deeper understanding of gender and sexuality issues”.

*Gender Sensitivity training
For REPS, Faculty and Administrative Staff
15 March 2019*



An Inclusive Business and the Sustainable Development Goals learning session was held on 17 April, with UP CIFAL’s Director, Dr. Edna Estifania A. Co, as facilitator. According to UP CIFAL, the United Nations’ 17 SDGs are guides in order to alleviate “poverty, inequality, climate, environmental



*UP CIFAL Learning Session
Inclusive Business and the Sustainable Development Goals
Dr. Edna Estifania A. Co, Director, main facilitator
17 April 2019*

degradation, prosperity, peace, and justice” and Inclusive Business is one strategy to achieve the SDGs.

Meanwhile, a three-day Policy and Action Research Proposal Development seminar was held on 29-31 March, with Prof. Ma. Theresa V. Tungpalan and Asst. Prof. John Erwin S. Bañez of the UP College of Social Work and Community Development (CSWCD) as resource Persons.



*Seminar-Workshop on Policy and Action Research Proposal Development for UP ISSI’s management and staff with UP ISSI’s Director Aleli B. Bawagan and Prof. Ma. Theresa Tungpalan evaluating the research concept proposals of the participants.
29-31 March 2019*

In June, the participants to the Benchmarking Trip on MSME Development and Innovation in Thailand shared the lessons and highlights of the trip to the staff.



*Echo Session on the Benchmarking Trip on MSME Development and Innovation in Thailand
3-9 June 2019*

Another echo session happened on 12 September when staff who attended different trainings and conferences shared their experiences in attending these activities. Those who attended and delivered papers either in local or international conferences shared their papers to the staff.



Echo session from training recipients. A whole day session from the men and women of the Institute who furthered their competencies by attending seminars and delivering papers from local and international conferences.
12 September 2019

Lastly, two learning sessions on Artificial Intelligence (AI) and Fourth Industrial Revolution (FIRe) happened on May and December. The first session had two speakers: Vice Chancellor for Research and Development Dr. Fidel R. Nemenzo who talked about FIRe; and, Dr. Ronnie Serfa Juan, an ASEAN Engineer and a Korea Research Fellow, who spoke on SMEs' Future in the AI Era.

The December session had a varied line up of speakers from various fields. A full article on this session is included in this annual report.



Learning Session on AI and FIRe Spearheaded by Ms. Nova Z. Navo with Dr. Ronnie Serfa Juan (seated, second from left)
17 May 2019



#AI4SMEs
7 December 2019



Learning Session on AI and FIRe with opening remarks by OVCRD Dr. Fidel R. Nemenzo
17 May 2019

UP ISSI STAFF PAPER PRESENTATIONS

PAPER PRESENTATIONS IN LOCAL AND INTERNATIONAL CONFERENCES IN 2019

In 2019, UP ISSI staff joined local and international conferences to share results of their research and extension programs.

3rd Colleges and Universities Public Service Conference (CUPSCon)

16-18 October 2019, UP Visayas Iloilo City Campus Auditorium

The 3rd CUPSCon provided a venue for sharing of knowledge and best practices in the delivery of public service initiatives that address challenges on health, environment, gender, culture, education, and other areas of engagement. It aimed to establish possible partnerships between the academe, community, government, industries, and

Program in Sapang Munti, Bulacan (presented by Glennis S. Uyanguren and Marvin M. Manlapas).

Asia Risk & Resilience Conference (ARRC)

28-30 October 2019, Singapore

Joanna Rose Laddaran, University Extension Specialist of UP ISSI, recently served as a speaker in the Asia Risk & Resilience Conference (ARRC) 2019 conducted in Marina Bay Sands, Singapore. ARRC 2019 is co-organized by Business Continuity Planning Asia Pte Ltd (BCP Asia) and the Risk and Insurance Management Association of Singapore (RIMAS).

Laddaran's paper "*Lessons Learned on the Role of MSMEs in Community-based Disaster Risk Reduction,*" highlighted case stories of micro, small, and medium enterprises (MSMEs) in the Philippines. These case stories included their disaster experiences, natural and human-induced threats challenging their business operations, and disaster preparedness and business strategies that the enterprises were able to do to minimize impact on their customers, employees, and their business. This paper was presented on the 2nd day of the ARRC under the plenary session on *Dealing with the Quickly Changing Climate & Natural Hazards: Ensuring Disaster Risk Reduction for now and the future with a Study in SMEs within the Philippines.*

other sectors for the advancement of relevant, strategic, and sustainable public service.

Three UP ISSI staff shared two of the Institute's public service initiatives for the micro, small, and medium enterprise (MSME) sector:

- 1) Honing Agents for National Disaster Awareness (HANDA) Program: Disaster Preparedness and Business Continuity Planning for MSMEs (presented by Joanna Rose T. Laddaran and Glennis S. Uyanguren), and
- 2) Entrepreneurship Education for Adult Learners in the Community: Communities of

The Conference was a great venue to share lessons learned from MSMEs in the Philippines, and how UP ISSI assists in the development of a culture of preparedness among MSMEs in the Philippines.

Laddaran's attendance to the Conference last 28 - 30 August 2019 in Singapore is in line with her designation as the Resource Speaker of the UP ISSI's Honing Agents for Natural Disaster Awareness (HANDA) Program, which is a localized



3rd CUPSCon participants from UP Diliman. UP ISSI's Ms. Glennis Uyanguren (2nd from left), Mr. Marvin Manlapas (1st from right), and Ms. Joanna Rose Laddaran (3rd from

disaster preparedness and business continuity planning program for MSMEs. Her participation in the conference was supported by the UP Diliman Office of the Vice-Chancellor for Research and Development (OVCRD) Research Dissemination Grant.

To know more about ARRC 2019, visit the conference website at www.rrconference.com, and Facebook page <https://www.facebook.com/ARRC2019/>.

For inquiries on the UP ISSI HANDA Program, e-mail issi.research@up.edu.ph, and visit <https://www.facebook.com/upissiHANDA>.

Asian Society for Innovation and Policy (ASIP)

3-5 October 2019, UP Diliman

Three ISSI personnel presented their papers in an international conference organized by Asian Society for Innovation and Policy (ASIP) held October 3-5, 2019 at UP Diliman.

With the theme "Technology and Innovation for SMEs," Glennis S. Uyanguren and Marvin M. Manlapas shared their experiences on Communities of Practice for Entrepreneurship (COPE) Program. The program tackled entrepreneurship education to communities, like the Dumagat tribe of Norzagaray, Bulacan, who have lesser access to such service in a formal school.

Reynold Ferdinand G. Manegdeg, of the Business Enterprise Development Division of ISSI, meanwhile, talked on the current program his division is doing together with its partnership with the Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development (PCAARRD) of the Department of Science and Technology (DOST). Manegdeg presented PCAARRD funded Science for the Convergence of Agriculture and Tourism (SciCAT) which is an innovative agri-tech promotion of farms as tourism sites.



ARRC participants from UP ISSI— Ms. Joanna Rose T. Laddaran (2nd from left, front row.)

2019 INSTITUTIONAL LINKAGES

UP ISSI has collaborated with local (public and private) and international institutions as part of its extension mandate. The following are UP ISSI's long-term partners which tapped the Institute as its institutional member, institutional lead, advisory member, partner-in-mission and institutional partner.



Department of Trade and Industry



CODE-NGO



RGMA Network



Department of Science and Technology



DOST-PCAARRD



Entrepreneurship Educator's Association of the Philippines



Industrial Guarantee and Loan Fund



FilipInnovation Network



Philippine Chamber of Commerce and Industry



Cooperative Development Authority



Humanitarian Leadership Academy



Micro, Small and Medium Enterprise Council



Hochschule NEU-ULM University of Applied Science



Asia Professional Education Network



Citibank Foundation



UP Enterprise Streeting Board Enterprise Business Incubation Network



Business Continuity Managers Association of the Philippines



APEC SME Working Group



Aboitiz Equity Ventures



Alliance for Disaster Resilient Societies



Management Association of the Philippines



Department of Agriculture Agribusiness and Marketing Assistance Service



Countryside Financial Institutions Enhancement Program



Microfinance Council of the Philippines

ISSI ORGANIZATIONAL CHART

As of December 2019



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Chancellor - UP Diliman



DR. FIDEL R. NEMENZO
Vice Chancellor for Research and Development



DR. ALELI B. BAWAGAN
Director



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