

Quarterly Review

The quarterly publication on AFOS Foundation for Entrepreneurial Development Cooperation projects in the Philippines



DAVEGA President Rey Lee is joined by DOST 7 Regional Director Ed Paradela, Pres. Melanie Ng & ED May Ybanez of CCCI, and AFOS' Dietmar Speckmaier, Teresa Pono and Norbert Weiss in popping the balloons to signal the formal opening of the OURFood Market Day in Cebu City.

DAVEGA Launches Market Day in Cebu City

Inspired by the success of the farmers in Negros Occidental, OURFood partner Dalaguete Vegetable Growers Association (DAVEGA) requested the Department of Science & Technology (DOST) Regional Office 7 to host their Market Day at the Banilad S & T Complex in Cebu City. After getting RD Paradela's nod, DAVEGA, with the support of Cebu Chamber of Commerce & Industry (CCCI) and AFOS, prepared to hold the weekly Market Day selling vegetables,

Continued on Page 2

IN THIS ISSUE:

ANP-FEDI Launches New Programs	2	New Training Regulation on In-Company Trainers Methodology Formulated	12
Topnotch Food Technologist is OURFood Trainor	3	Construction Plus Curriculum Developed	13
PSCA: Industry's Partner in Workforce Development	4	Construction Pilot Students Endorsed for Plumbing Immersion	14
OURFood Feature Story: Story of Andoy	5	K to 12 Plus Feature Story: Interview with an In-Company Trainer	15
Pilot Students are Now NC II Holders	10	... and more	

DAVEGA Launches ...

Continued from Page 1

herbs and spices every Friday. DAVEGA's produce are grown according to the Philippine Good Agricultural Practices (PhilGAP) standards.

The group is confident that Cebu, a more vibrant city, would demand a higher volume of produce than its Negros Occidental counterpart. Indeed, the demand is high! On the first day alone, institutional buyers such as Helen's Lechon, Waterfront Cebu Hotel, Mactan Shangri-la and others started to make inquiries and some have booked orders. The retail sale of vegetables on site will serve as add-on revenue for the farmers once they fully supply the institutional buyers' requirements.

The CCCI, one of OURFood's

principal partners, has pledged to assist the DAVEGA in marketing their produce. They also invited the DAVEGA to participate in its "Mentor Me" program, an entrepreneurship training and coaching service to improve the

business operations of the association.

The OURFood Market Day in Cebu City is held every Friday at the DOST's Banilad S&T Complex from 8:00 AM to 6:00 PM.



A simple Opening Program attended by OURFood partners was held on the first Market Day in Cebu City on December 2, 2017.

ANP-FEDI Launches New Programs on Enterprise and Industry Development

Established in 1998 to institutionalize the enterprise development programs of the members of the Association of Negros Producers (ANP), Foundation for Enterprise Development, Inc. (FEDI) will be taking on new directions, new programs and new breakthroughs in the field of enterprise and industry development during its re-launching on November 7, 2016 at Business Inn.

The revival of ANP-FEDI as an affiliate of the ANP rises from the need to support and sustain the upgrading of our local entrepreneurs and industry

sectors through trainings, standardization and qualification to ensure sustainability and innovation.

Through the assistance of AFOS Foundation, a wider range of modules on Business Skills Development, Food Safety Management, Agriculture and Sector development have been developed since 2015. With the expansion, the network of associate and technical partners have also increased which now includes government agencies like **DOST** and **DTI**, the academe and private practitioners and professionals.

Sixteen (16) Food safety trainors for Agriculture and food processing and five (5) Business Service trainors have been added to the roster of the ANP-FEDI experts. The expansion of the local training pool is envisioned to boost the development of micro, small enterprises in the manufacturing sector, especially in the food industry.

LGUs and local enterprises can now avail of higher quality but affordable trainings on food safety and business development with the local pool of trainors.

Feature Article:

Topnotch Food Tech is OURFood Trainor

Libia de Lima – Chavez is one of the leading food technologists in the country. Ma’am Libi as she is fondly called, finished her BS Food Technology and MS in Food Science from the University of the Philippines – Diliman, Quezon City.

Her vast experience in the fields of food technology, food science and food safety includes being the managing director and senior consultant of Food Development and Training Systems, Inc., product development manager of the Poultry Division of Pure Foods Corporation, operations manager of Ocean Fresh Foods Corporation, assistant production manager of PIC Food Corporation and head for Food Research, Development and Processing of Aguinaldo Development Corporation. Being an ‘Iska’, she has inspired many to become Food Technologists like her especially during her stint as a professor at O.B. Montessori College, Assumption College, and Philippine Women’s University.

Ma’am Libi has authored and co-authored several college textbooks including “Food, Water, and Environmental Safety and Sanitation for Food Service”, “Basic Foods for Filipinos”, and “Practical Food Processing and Preservation”. She also has served as editor of Food Safety Bulletin, a quarterly publication of FAFST and managing editor of the Philippine Journal of Food Science and Technology, a former publication of the Philippine Association of Food Technologists.

Being a top notch food technologist, she has worked with several international organizations



Mdm. Libia de Lima-Chavez in action.

and government agencies at different levels and capacity. She was an Expert Consultant to the World Health Organization Experts Meeting on Application of HACCP in Small and Less Developed Businesses in

2001, a Senior Consultant for Fish and Fishery Products for the Department of Agriculture from 1997 to 2000, Senior Consultant for Quality Improvement of Processed Fruits and Vegetable for Japanese Market for the Department of Trade and Industry and Senior Associate Consultant of the United Nations Development Program (UNDP).

She has remained active in different professional organizations including the Philippine Association of Food Technologists, Inc., Philippine Food Processors and Exporters Association, Inc., Institute of Food Technologists (USA) and Foundation for the Advancement of Food Science and Technology.

With her expertise and experience in the food industry and the academe, she has helped OURFood in the conceptualization and development of the curriculum and modules for its Associate in Food Technology program which aims to equip employees with the skills needed in the industry. The Philippine School of Culinary Arts, where she currently serves as Executive Director, is also the delivering institution of OURFood’s Associate in Food Technology Program in Bakery and Butchery. Ma’am Libi has mentored and coached members of the Cebu Food Consultancy Group in the delivery of training and consultancy services in food safety and food technology to micro, small and medium entrepreneurs. Her inputs made CFCG’s training and consultancy services relevant to the needs of the Cebuano food entrepreneurs.

PSCA: Industry's Partner in Workforce Development



The establishment of the Philippine School of Culinary Arts was conceptualized at a time when Culinary Arts as a specialized program of study had just made a breakthrough in the Philippines. The founders of the schools opened PSCA with following aims:

1. *To train food service personnel on technologically advanced and scientific cooking and baking practices and to this end to offer academic and technical programs consistent with the requirements prescribed by government and non-government culinary associations;*

2. *To acquire accreditation of academic programs with relevant government agencies such as the Technical Education and Skills Development Authority (TESDA) for technical programs below Baccalaureate level .*

The Philippine School of Culinary

Arts (PSCA) accepted students (PSCA Batch 1) in February 2003 in response to the increasing demand for culinary professionals here and abroad. As most of the culinary schools are in Metro Manila, the founders decided to locate in Cebu to cater largely to students from the Visayas and Mindanao.

The initial course offerings were patterned after the curriculum of American culinary schools with strong emphasis on classical French culinary techniques. As one of the partner training institution in the OURFood Project of AFOS Foundation, Cebu Chamber of Commerce and Industry (CCCI) and the Department of Science and Technology, PSCA has expanded its offering to include the Associate in Food Technology with Specialization in Bakery and Butchery. Under the Associate in Food Technology program, enrollees undergo rigid training in food safety, basic food technology

and specialized courses in bakery and butcher using the dual training approach.

The new program offering of PSCA was specifically designed to address the mismatch between the employee's skill and the skills required in the industry. With its highly-qualified team of instructors and excellent facilities, PSCA has graduated two batches of Associate in Food Technology with Specialization in Bakery, while the third batch is on the pipeline. Under the lead of its School Director, Ms. Libia Chavez, PSCA has provided training on Food Technology for the members of the Cebu Food Consultancy Group. PSCA is also a partner Technical-Vocational Institute of the K to 12 Plus Project, another cooperation project of AFOS and the CCCI.

Today, the Philippine School of Culinary Arts produces not only world-class chefs but also highly competent and highly qualified workforce for Cebu's food industry.

FEATURE STORY:

The Story of Andoy

Right after graduating from high school, **Andrew “Andoy” Pelomeo**, going thirty one (31) years old this year, dreamt of seeking his future in the city to study Electronics Technology. But poverty stopped him from pursuing this dream. At the age of 17, he began work in the small farm of his father and worked as a caretaker of his uncle’s farm to earn a few bucks more. Andoy became a family man when he was 20 and raised his family through an average income of Php 1,000.00 to 1,500.00 per month until he became part of the **AFOS Foundation’s OURFood Project** in 2014.



Andoy training fellow farmers

Throughout those years, farming technology for Andoy was crude, copying only from the practices of other farmers in Canlaon- a vegetable growing area in Negros Oriental. “Chamba-chamba kag Mato-mato” an Ilonggo term for “**hit or miss**” was how he described his farming experience. As a caretaker of his uncle’s farm, he learned how to apply pesticides as the only means that is guaranteed to drive out pests. However, this took a toll on Andoy’s health after using yellow-label pesticides and cocktails in a haphazard manner.

Andoy became part of the **OURFood Project** in 2014 as a member of the tribal group located in the uplands of San Carlos City, Negros Occidental. As a young farmer, Andoy was among those who was dedicated and committed to learn about farming. He went through all the trainings in Good Agriculture Practice, Monitoring and Documentation, Organic Farming, Costing and Pricing and How to deal with Buyers until he became a consolidator handling twenty (20) collective farmers in his area.

After the **OURFood** Intervention, the landscape of Andoy’s farm changed and more significantly, his family income has increased by 300% to 500% during the peak season. Production has increased by 70% to 80%. Andoy attributes the increase in production to the application of proper farming technology. From open field seed beds, he now has his own rain shelter and protected nursery that safeguard his crops from heavy rains and pests. Since his area is without electricity, Andoy has invested on a few solar panels to provide light for his family at night. In 2016, through a partnership with the Negrense Volunteers for Change Foundation, one of the institutional buyers working with **AFOS OURFood partner, Association of Negros Producers (ANP)**, Andoy was among the farmers who received farm inputs and supplies of farm materials for his rain shelter.

Through the Market development program of the ANP for OURFood farmers, Andoy and his farm cluster are now directly selling to bigger markets and institutional buyers where they get more premium prices for their crops as compared to the traditional markets where the traders, known as “compradors” control the prices and earn more than the farmers. The potentials of Andoy have gone beyond being a farmer and consolidator as is he is now nationally certified in Organic Agriculture Production by the Philippine Technical Education & Skills Development Authority (TESDA) and is an accredited trainor of the ANP-Foundation for Enterprise Development, Inc. All these Andoy achieved through the training interventions of **AFOS Foundation’s OURFood Project**. **Andrew Pelomeo** as certified and accredited trainor was part of the training team of

OURFood Agri Technicians who extended their training services to 180 farmer beneficiaries under the Sustainable Livelihood Program of the Philippine Department of Social Welfare and Development (DSWD).

Continued on page 6

The Story of Andoy

Continued from page 5

Andrew Pelomeo and OURFood Agri Technician, Idyl Li Valendez teaching contour farming



The **OURFOOD** Legacy cannot just be quantified by the funding support. It is a partnership program that taught all the partners including the smallholder farmers in investing the right amount in the right areas. It has taught us how to change our state of mind and approach to countryside development. There is hope for Philippine Agriculture to survive but there is a lot of work to be done together by government and the private sector.

Story by Marivic Rio, OURFood Coordinator for Negros Occidental



GAP Info Bites

CONTROL OF STRAY ANIMALS

Animals (pets and strays) are farmers' friends. They may be your no.1 fan (cats and dogs) and may reduce your costs of hauling and land preparation as in the case of carabaos and other draft animals. But these creatures can also wreak havoc on your farm and farm produce.

The Philippine National Standards for Good Agricultural Practices strongly recommend that your crops be protected from stray animals. Their behavior is considered as a source of risk, damage and loss to production.



Dogs are territorial. They mark their territory with their urine. Yes, that includes your veggies. Try to let them into your production area and they will mark every plot and every bed with your harvestable crops. If you are lucky, they will also do their "dirty" business there.

Chicken, ducks and all members of the avian and fowl family could destroy plots, seedlings and damage fresh produce. Their droppings are laden with *Salmonella* spp.

Carabaos and other ruminants (goats and sheep) will naturally eat your crops. Carabaos and cattle eat crop manure at 30kgs per day. Goats' and sheep's favorite part are the growing points of the plants. Before you know it, they can defoliate the entire field of your crop.

Thus, GAP reminds the farmers to secure their farms from animals.



GMP Info Bites

FOOD ALLERGIES



What is food allergy?

- Food allergy is an inappropriate immune response to an otherwise harmless food.
- True food allergy involves several types of immunological responses.
- Food allergens are usually proteins.

What are the symptoms of food allergies?

- | | |
|---|--|
| <ul style="list-style-type: none"> • Nausea • Diarrhea • Abdominal cramps • Pruritic rashes • Angioedema | <ul style="list-style-type: none"> • Asthma/rhinitis • Vomiting • Hives • Laryngeal edema • Anaphylaxis |
|---|--|

What are common food allergens?

- | | |
|--|--|
| <ul style="list-style-type: none"> • Peanuts • Tree nuts • Milk • Eggs • Fish • Crustaceans • Sesame seeds • Cereals containing gluten | <ul style="list-style-type: none"> • Soya • Celery • Mustard • Lupin • Molluscs • Food additives: sulfites and sulfur dioxide at levels above 10 mg per kg or per liter. |
|--|--|

How to deal with Food Allergy?

- People who have food allergy need a total avoidance of the offending foods.
- Read food ingredient list.
- Eliminate cross-contamination during cooking and preparation.



K to 12 Project Staff Pass TESDA Assessment



A picture taken during Toque Awarding where Jeanne and Yvette together with their assigned group help each other in preparing the following dishes: Chipotle Chicken, Chocolate Mousse, Pan Grilled Beef Tenderloin, Chili Beef Wraps, Panna Cotta and Lime Juice with Basil Leaves.

employees to assume the responsibilities in the CCCI's planned Assessment, Certification & Accreditation Service (ACAS) Unit. The training would also ensure their familiarization with the Philippine TVET system so that planning, implementation, monitoring and evaluation of the dualized training pilot classes are undertaken in a timely, efficient and cost-effective manner.

It is also the objective of the Chamber to make sure that the Project's personnel attain the qualifications of a Master Trainer. This would enable the Chamber to conduct and strengthen the In-Company Trainers Training Program that is also being piloted by the Project.

Jeanne Rivera and Yvette Hope Labus, both working for the K to 12 Plus Project were awarded Cookery NC II certificates after passing the TESDA Competency Assessment held on October 21, 2016 at the University of Southern Philippines Foundation after going through a 4-month intensive training. Apart from learning to prepare international dishes, the training also enabled them to learn related skills such as: Carving, Serviette Folding, Familiarization of Banquet and Catering Tools and Equipment, Table Lay-up and Setting up of Dining Tables and Knife Skills.

Cebu Chamber of Commerce & Industry (CCCI) and AFOS Foundation to prepare their



This skills training is among the opportunities provided by the

Pilot Students Are Now Cookery NC II Holders



TESDA Assessor Mr. Rafael M. Bachanicha inspects the set meal that students prepared followed by an oral examination.

Twenty-four (24) pilot students for Food Manufacturing Cluster passed the Cookery NC II assessment held at University of Cebu-Lapulapu & Mandaue Campus from November 15 – 17, 2016. The assessment was administered by TESDA Assessor, Mr. Rafael M. Bachanicha.

Apart from the written and oral exams, students were required to serve nine (9) different international dishes which are categorized as Appetizer, Soup, Salad, Main Dish with Starch & Side Vegetables, Sandwich, Dessert and Canape.

This Cookery NC II awarded by TESDA is the second out of the three certificates expected to be acquired by a student enrolled in the K to 12 Plus Pilot Program for Food Manufacturing. The students already finished their Food Processing NC II assessment on September 1, 2016 while Bread & Pastry NC II competency assessment is scheduled in the first week of March 2017.



In-Company Trainer's Training For Food Manufacturing Cluster Conducted

The K to 12 Plus Project's Food Manufacturing Cluster trained representatives from partner companies Anita's Bakeshop and San Jose Bakeshop in the In-Company Trainer's course. This is the fifth batch of trainees that the Cebu project has trained.

The training, held at the Cebu Chamber of Commerce & Industry (CCCI) Conference Room, was carried out using the regular approach - lecture and workshop with group exercises. As the trainees came from the food manufacturing/baked goods industry, the resource persons concentrated on the application of the In-Company Training program within the context of the bakery setting. The practical exercises in which the training plan was formulated centered on Bread and Pastry Production NC II.

Training objectives of the course include the following points: After completing the training, the new In-Company Trainers will be able to -

- Determine the training needs of the company / department
- Come up with a Training Plan and Rotation Plan together with the Tech-Voc Institution
- Create an assessment matrix in line with the training plan
- Implement the training plan within the company setting
- Monitor the progress / performance of the

trainees in the immersion program

- Regularly check the trainees' entries in their logbook
- Provide feedback to the Tech-Voc Institute regarding the student's progress
- Assess the trainees' level of learning and do remedial training if necessary
- Recommend further training / continuation with work in the company
- Coach /mentor individual students as the need arises

The group completed their training in December, after which the students were deployed to San Jose Bakeshop and Anita's Bakeshop. The newly trained In-Company Trainers worked with Master Trainer John Paul Briones to formulate the training plan for each company. As the immersion began, the In-Company Trainers conducted the orientations and implemented the dualized training approach according to the training objectives as set forth by TESDA's training regulation.

The In-Company Trainers expressed gratitude for the training program that they went through because it really prepared them for the immersion. Not only did it prepare them for the students but also enabled them to apply the concepts of In-Company Training to their new hires and future training programs.



New Training Regulation on In-Company Trainers Methodology Formulated

The K to 12 Plus Project's partnership with Technical Education & Skills Development Authority (TESDA) has resulted in the formulation of a new Training Regulation for In-Company Trainers called "In-Company Trainers Methodology PQF III". This is the proposed TESDA Training Regulation which will cover the training curriculum and standards of conducting training to produce new In-Company Trainers. It is being formulated by team members from the Philippine Chamber of Commerce & Industry (PCCI) and the Cebu Chamber of Commerce & Industry (CCCI), as well as the other partners of the K to 12 Plus Project.

The In-Company Trainer's training as set by the new TR can run for a minimum of five days only, a feature that was intended to attract companies and encourage them to send supervisors and human resource personnel to undergo this training.



The In-Company Trainers Methodology is built on the foundation of the German Dual Training System in which a Meister or Mentor monitors trainees in companies and guides them through their craft. It is based on effectively transferring skills and knowledge from the mentor to the apprentice.

Once the Training Regulation is approved by TESDA's board, it will be made available to the public and any Tech-Voc Institution can apply to offer this program. Other institutions as well can offer this program as long as they meet TESDA's requirements in offering the In-Company Trainer's training course. The advantage of the TVi partners of the K to 12 Plus Project is that they have been involved in this training since 2015 and they are the most eligible to offer this course.

Those who underwent the In-Company Trainer's training conducted by Cebu Chamber of Commerce and AFOS in the past, may take a refresher course and be assessed to get the TESDA certificate for In-Company Trainer.

Construction Plus Curriculum Developed

The Construction Cluster of the K to 12 Plus Project held a workshop to review and develop a curriculum for the Plus Element (advanced skills training) of the project. The Construction Plus Element, as defined by the Cluster members, shall expand the 4 basic qualifications acquired by the pilot students during Senior High School with additional qualifications related to the job profile, Sanitary Builder. It is set to be implemented over a 12-month period, starting in June 2017, on a purely Dualized Vocational Training approach.

The curriculum review is a follow-up to the last Plus workshop which focused on defining the Plus element and determining the additional competencies that will help develop a well-rounded Sanitary Craftsman. In the past workshop, the additional competencies for the Sanitary Builder were identified as: Painting NC II, Electrical Installation & Maintenance NC II and a new qualification for Water Proofing.

The participants, composed of industry practitioners and experts, reviewed the TESDA Training Regulations in Painting and Electrical Installation & Maintenance. They also came up with the competencies demanded in the workplace for each qualification. The significant input that was added to Painting NC II was *Basic Paint Mixing/Tinting*. They also identified the core competencies for Water Proofing, which does not have an existing TESDA training regulation. The industry players agreed that this qualification is necessary for a well-rounded Sanitary Builder/Craftsman.



Ms. May Elizabeth Ybanez, Executive Director of Cebu Chamber of Commerce and Industry (CCCI) gave the opening remarks during the Plus Curriculum Review.

Below are further recommendations of the participants:

- Training modality for the Plus is Dual Training System. In the DTS Program company pays 75% from the prevailing minimum wage to the TVI. Out of the 75%, TVI give 60% to the students for their training allowance and the 40% goes to the school for the payment of tuition fees.
- The most effective training scheme is the block release wherein the trainee spends full time in the Tech-Voc institute (TVI) for theoretical and hands-on training (40%) and then is deployed full time in the company to complete the sixty (60%) percent in-plant training.
- The Project shall explore financing options for students' transportation and meal subsidy while they undergo theoretical and skills training at the TVI.
- Suggested competencies for the Water Proofing.
 - Perform surface preparation
 - Prepare water proofing materials, tools and equipment
 - Apply water proofing materials on floors, walls and ceilings
 - Perform flood/leak test
 - Perform repair/rectification works

The workshop was attended by Duros Construction, Daleon Construction & Primary Structures Corporation, Cebu Contractor Association, CCCI, PSEFI-SKILLS officials and AFOS K to 12 Plus Project team.



Engr. Kit Daleon shares inputs and perspective on how to go about the immersion of students upon entering into the project sites.

Construction Pilot Students Endorsed for Plumbing Immersion



Mr. Dave Barangan, site administrator gives an orientation to students who were assigned at the Primary Structures Corporation's (PSC) Solare site at Maribago, Lapu-lapu City.



Engr. Teddy Taray, Industry Coordinator of PSEFI-SKILLS formally endorses the students to undergo immersion at the PLD Construction, Gothong site to Engr. Jeffrey Negro.

A total of 19 pilot students in Construction were deployed to three K to 12 Plus partner companies, namely Primary Structures Corporation at Solare site, Maribago, Lapu-lapu City, Abraham C. Lee Construction at Labangon and Sambag II sites and PLD Construction at Cordova and Cebu City project sites. The students were endorsed to the companies by the Primary Structures Educational Foundation -School of Knowledge for Industrial Labor, Leadership & Service (PSEFI-SKILLS) Industry Coordinator accompanied by the K to 12 Plus Construction Cluster Coordinator. They were handed over to the site administrator, engineers, and HR personnel together with their personal data, basic plumbing tools and Personal Protective Equipment (PPE). After completing the basic skills training in Plumbing at the PSEFI-SKILLS, the K to 12 Plus pilot students were endorsed to the construction companies to undergo the practical phase of training, otherwise known as Industry Immersion. The immersion period covers a one month duration equivalent to 200 training hours. This serves as the 4th industry immersion of the students during their two-year Senior High School program under the K to 12 Plus Project.

The mode of training delivery in the Project is dualized where students undergo the theoretical and hands-on training in the school and are subsequently sent off to the company for job immersion in their fields of specialization.

Among the important elements of the training is the presence of an In-Company Trainer (In-CT) who guides and supervises the students while under industry immersion. The In-CT makes sure that the overall training and rotation plan is carefully carried out to guarantee the quality of the training. He/she also ensures that the students correctly perform the actual job assignments in the workplace. The Training & Rotation Plan is prepared by the In-CT together with the Technical Vocational Institute's (TVI) Industry Coordinator.

Students were oriented by the companies' Human Resource Departments and site administrators on the company policies, standard operating procedure, basic construction safety, site decorum, and others. Lastly, students were taken on a site tour to familiarize themselves with the site layout and conditions.

Feature Story:

Interview with an In-Company Trainer

Marielle Tricia Pacul works for Casa Verde Café, a restaurant chain in Cebu City with five branches and two brand names under their management - Casa Verde and the Suite Room. Their company trained several of the K to 12 Plus Project's pilot class students in the Tourism Cluster. Miss Tricia was the In-Company Trainer and she trained the students according to the training plan that was agreed upon by the Banilad Center for Professional Development (BCPD - a technical-vocational institute) and the management of the restaurant.

Miss Tricia is a Hotel & Restaurant Management graduate of the University of San Carlos. She worked in a different restaurant before joining Casa Verde Group and has been with the company for over three years. She was later appointed as a Branch Manager in their second brand restaurant the Suite Room. That same year, the K to 12 Plus Project partnered with the company and the General Manager appointed Tricia to join the In-Company Trainer's Training before the students were deployed to their branches.

Q: How has the In-Company Trainer's Training helped you in your engagement with the students of BCPD?

A: During the training for In-Company Trainers, I demonstrated using the four-step method on how to give instructions to students in wine service. That was actually my first time to give a demonstration to an audience and I am a shy person. The training encouraged me not to be shy. It challenged me to share my skills and knowledge.



Before the students of BCPD were deployed to us, we worked on the training plan and rotation plan of the students. It was a big help as the document was posted in our offices and it guided the restaurant staff as to where and when the trainees would be assigned and prepared them for the arrival of the trainees.

When the day came that the students arrived at our main branch, I was the one who welcomed them. I conducted the two-day orientation including showing them how to properly hold a tray, walk with the tray and serve the guests.

Q: Was it always your task to do the orientation?

A: Actually, before the In-CT Training, our company never did any training of new hires. We would orient them on our company history, background, the menu and the policies and we would just let them observe at the branch for one week. After the store observation they would slowly be assimilated into the operations.

We have actually applied the concept of the training plan to our new hires also. Before we would just let them read the menu, read the company booklet and let them observe. Now we have a two week intensive training that I conduct and there are quizzes and exams in between to ensure that the trainees are learning.

During the two week training of the new hires,

Continued on page 16

Interview with an...

Continued from page 15

I would demonstrate to them how to take orders, what to say, how to say it. I would let them walk around with trays full of glasses and plates and just let them practice so they will be comfortable with the tray. I do not deploy them to the branches until I am sure that they know how to handle the glassware, dinnerware and perfect their tray service. The In-CT Training really helped a lot especially since I use the 4-step method all the time and I learned how to do assessments, feedbacking and I actually do the training in modules just like what we did during the Training.

Q: So you demonstrate, ask for return-demo, give feedback and try to improve the trainees performance?

A: Yes, I really applied my learnings. I also trained the other branch managers to do what I do because when the owners of the restaurant found out that I was very effective in my branch, they had me train the other branch managers on how to go about their own trainings.

Q: So the training not only helped you it also helped the company?

A: Yes. In the past, when there were new hires in the branches, the managers would just let them do self-study and observation but now there really is a training plan with in-depth training making sure that our standards - the sequence and quality of our service as set by our company - are followed. The training I underwent with the K to 12 Plus Project really helped me and the company.

CCCI Donates Printer to K to 12 Plus Project Scholars



K to 12 Plus Pilot Adviser Ms. Deseree Atabay (center in red), accepts the second hand printer from CCCI-AFOS on behalf of the pilot students and Barrio Luz National High School (BLNHS).

The Cebu Chamber of Commerce & Industry recently responded to the Christmas wish of the Food Manufacturing Cluster pilot students to have a printer that would save them from printing costs in developing their thesis

“We are very grateful that CCCI is always supportive to the students. This is indeed a big help in

reducing their printing expenses aside from the ‘per hour’ rate that they need to pay in internet cafes for encoding and doing their research,” said Deseree Atabay, the students’ Class Adviser at the Barangay Luz National High School (BLNHS). “With this, one of their reasons for missing assignment deadlines is eliminated,” added Mr. Gorgonio Ari, BLNHS

ICT/Research Teacher.

BLNHS is a partner Senior High School (SHS) in the Food Manufacturing Cluster of the K to 12 Plus Project. The pilot students are currently working on their thesis related to topics on how MSMEs or local eateries prepare food and how they manage to practice food safety and hygiene.



Optimizing & Upscaling Roles in the Food Supply Chain (OURFood) is a market-oriented Training & Qualification program for the different players in the food supply chain of Negros Island and Cebu that aims to improve the income situation of MSMEs in the food sector. It is a partnership among AFOS, CCCI, the Association of Negros Producers, Negros Oriental Chamber of Commerce & Industry.



The K to 12 PLUS Project is a multi-stakeholder initiative supported by the German Federal Ministry of Economic Cooperation and Development (BMZ) to assist the ongoing Education and Training Reform of the Government of the Philippines, with particular focus on piloting innovative dualized approaches to technical and vocational education and training. Its overall objective is to contribute to increased employment and income of youth and their families, and to matching the needs of companies for mid- to high level qualified employees.

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