

# Training Needs Among Barangay Officials for Community Development Programs

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**Abstract**— Barangay officials are essential agents of grassroots governance in the Philippines, responsible for implementing community development programs, maintaining peace and order, and delivering public services. However, many face challenges due to limited training, and technical knowledge. This study, titled Training Needs Among Barangay Officials for Community Development Programs, aimed to assess the specific training needs of barangay officials in Barangay Napsan, Puerto Princesa City. Using a descriptive quantitative research design, the study surveyed barangay officials including the captain, kagawads, secretary, treasurer, and the community. A structured questionnaire was used to gather data on leadership, project planning, legal awareness, disaster preparedness, and implementation challenges. Findings revealed that the most significant training needs included community mobilization strategies, project monitoring and evaluation, understanding of the Local Government Code, and disaster preparedness planning. Key challenges in implementing development programs were the lack of resources, difficulty in community engagement, and misalignment with broader government policies. Preferred training areas included leadership, monitoring and evaluation, and financial management. The study concludes that there is a strong demand for targeted, practical, and sustainable training programs for barangay officials. Addressing these needs will enhance governance effectiveness, transparency, and community resilience. The results provide valuable insights for designing capacity-building interventions through academic extension services and government initiatives.

**Keywords**— barangay officials, community development, training needs, local governance, fiscal management.

## INTRODUCTION

Barangays play a crucial role as the basic political units in the Philippines, serving as the frontline in public service delivery, peace and order, and community development. Barangay officials, as local leaders, are expected to plan, implement, and monitor various programs and services aimed at improving the lives of their constituents. However, many of these officials face challenges due to limited training, lack of technical knowledge, or inadequate access to continuous professional development.

The Department of the Interior and Local Government (2023) recognizes these gaps and has initiated capacity-building efforts such as the GREAT Barangays Program, which aims to enhance the leadership and governance skills of barangay officials across the country. This initiative contributes to the global call under the Sustainable Development Goals for peace, justice, and strong institutions (SDG 16).

Community development programs require sound planning, proper budgeting, effective communication, and legal awareness. Without adequate training, barangay leaders may struggle to perform their roles efficiently. The United Nations Development Programme (2022) emphasizes that strengthening local governance through targeted training is critical for achieving sustainable development, especially in decentralized systems where local leaders play a pivotal role. Such efforts are closely aligned with building sustainable cities and communities (SDG 11) and fostering effective partnerships for development (SDG 17).

Academic institutions, particularly those with graduate studies programs, are strategically positioned to extend knowledge and expertise to grassroots leaders through structured and sustainable extension services. This role supports the goal of ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all (SDG 4).

This study seeks to assess the training needs of barangay officials to serve as the basis for designing relevant, responsive, and sustainable community development training programs. Understanding these needs will help bridge knowledge gaps and empower barangay officials to implement programs more effectively, ensuring improved governance and more resilient communities. These outcomes directly reflect the aspirations of sustainable development by advancing decent work and economic growth (SDG 8) and reinforcing strong, accountable governance (SDG 16).

**METHODOLOGY**

This study, titled "Training Needs Among Barangay Officials for Community Development Programs," adopted a descriptive quantitative research design using a survey method. The research focused exclusively on Barangay Napsan, Puerto Princesa City, which was purposively selected to support the

formulation of targeted extension services for its local officials. The respondents included the Barangay Captain, Kagawads, Secretary, and Treasurer, as they were directly involved in the planning and implementation of community development efforts, along with community residents who were selected based on their proximity to the barangay center and familiarity with local development programs.

Data were gathered using a structured questionnaire, which served as the primary instrument for data collection. The collected data were analyzed using descriptive statistical tool (Mean).

The findings guided the identification of priority training areas and common governance challenges and served as a basis for designing responsive and sustainable extension service programs for Barangay Napsan.

**RESULTS AND DISCUSSION**

*Part I. Perceived Training Needs of Barangay Officials*

*Table 1. Leadership and Governance*

Indicators	Mean	SD	Rank
<b>The official needs training on leading barangay-based initiatives effectively.</b>	3.47	0.507	3
<b>The official is aware of the core principles of good governance.</b>	2.67	1.06	5
<b>The official requires development in conflict resolution and negotiation skills.</b>	3.5	0.509	2
<b>The official needs enhancement in community mobilization strategies</b>	3.67	0.479	1
<b>The official demonstrates consistent adherence to ethical governance</b>	3.27	0.45	4

As presented in table 1, the barangay officials most significantly need training in community mobilization strategies (Mean = 3.67) implies a critical gap in their ability to engage citizens and lead inclusive, participatory development efforts. This highlights the need for capacity-building initiatives that go beyond administrative skills and focus on practical, action-oriented leadership. According to the Philippine Institute for Development Studies (PIDS, 2021), enhancing local leaders' capacity for community mobilization is essential to achieving meaningful participation and sustainable outcomes in barangay development programs. Similarly, the Asian Development Bank (ADB, 2020) stresses the

importance of grassroots engagement in improving service delivery and governance effectiveness. On the other hand, the least significant training need was awareness of the core principles of good governance (Mean = 2.67), suggesting that barangay officials perceive themselves as already familiar with governance fundamentals.

However, while awareness is present, continued reinforcement through values-based training and ethics-focused leadership development remains important to ensure these principles are consistently practiced.

*Table 2. Project Planning and Proposal Writing*

Indicators	Mean	SD	Rank
<b>The official has the capacity to design barangay development projects.</b>	3.07	0.691	5
<b>The official requires assistance in identifying community needs.</b>	3.43	0.626	2
<b>The official needs skills in writing formal project proposals.</b>	3.4	0.621	3
<b>The official understands how to align projects with LGU or national programs.</b>	3.14	0.516	4
<b>The official seeks guidance in project monitoring and evaluation.</b>	3.47	0.571	1

It can be seen from table 2 that barangay officials most significantly seek guidance in project monitoring and evaluation (Mean = 3.47) indicates a clear gap in the ability to track progress, assess outcomes, and ensure accountability in local development initiatives. This underscores the need for targeted training on practical monitoring tools, data collection methods, and results-based management. According to the Philippine Institute for Development Studies (PIDS, 2021), many barangays struggle to measure project effectiveness due to limited technical skills and insufficient evaluation mechanisms. Similarly, Asian

Development Bank (ADB, 2020) emphasizes that building local capacity for project monitoring and evaluation is crucial for enhancing transparency, resource utilization, and alignment with national development goals.

Meanwhile, the least significant training need was the capacity to design barangay development projects (Mean = 3.07), suggesting that while project design skills are relatively established, these should still be supported by improved evaluation competencies to ensure well-implemented and sustainable outcomes.

*Table 3. Legal and Policy Awareness*

Indicators	Mean	SD	Rank
<b>The official is familiar with laws governing barangay operations.</b>	2.77	1.01	5
<b>The official requires training in understanding local government codes.</b>	3.6	0.498	1
<b>The official understands the legal process in crafting barangay ordinances</b>	2.83	0.986	4
<b>The official applies legal frameworks in decision-making processes.</b>	3.33	0.479	3
<b>The official needs to be updated on policy changes relevant to barangay governance.</b>	3.5	0.572	2

Table 3 reveals that the barangay officials most significantly require training in understanding local government codes (Mean = 3.60) highlights a pressing need to strengthen their legal literacy and technical comprehension of the Local Government Code of 1991 and related policies.

Likewise, the Department of the Interior and Local Government (DILG, 2020) stresses the importance of regular training for barangay officials to improve their understanding of the legal mandates and procedures governing their roles.

This gap suggests that while officials may be performing their duties, their limited understanding of legal frameworks can hinder compliance, limit policy innovation, and affect the quality of governance.

On the other hand, the least significant training need was familiarity with laws governing barangay operations (Mean = 2.77), implying that while officials may know basic legal concepts, deeper and more applied legal training—especially on interpreting and implementing these laws—is still necessary to bridge the gap between awareness and execution.

According to PIDS (2021), gaps in legal awareness among barangay officials often lead to inconsistent implementation of programs and poor alignment with national mandates.

*Table 4. Disaster Preparedness and Environmental Management*

Indicators	Mean	SD	Rank
<b>The official needs knowledge in creating a barangay disaster preparedness plan.</b>	3.63	0.49	1
<b>The official understands basic emergency response protocols.</b>	3.5	0.572	2
<b>The official participates in environmental awareness initiatives.</b>	3.3	0.535	5
<b>The official needs skills in leading community-based climate action programs</b>	3.37	0.556	3
<b>The official seeks training on solid waste management practices.</b>	3.33	0.479	4

The result in table 4 show that barangay officials need knowledge in creating a barangay disaster preparedness plan (Mean = 3.63), indicating a strong demand for training in structured, risk-based planning for local emergencies. This highlights the urgent need for enhancing officials' technical competence in disaster risk reduction and management (DRRM), especially in a country like the Philippines, which is highly vulnerable to natural hazards. Effective local disaster planning is essential to minimize casualties, protect assets, and ensure swift community response. According to PAGASA and DOST (2020), empowering local leaders through DRRM training

significantly improves a community's resilience and adaptive capacity during disasters. Similarly, UNDRR and DILG (2021) emphasize that barangay officials must lead in creating and updating localized contingency plans aligned with national frameworks to ensure safety and preparedness at the grassroots level. On the other hand, the least significant training need was in participating in environmental awareness initiatives (Mean = 3.30), suggesting that while officials are already engaged in environmental activities, they require more strategic skills in planning and implementing concrete disaster preparedness actions.

*Table 5. Challenges in Implementing Community Development Programs*

Indicators	Mean	SD	Rank
<b>The official faces challenges in securing adequate funding for community programs.</b>	3.17	0.59	3
<b>The official encounters difficulties in mobilizing community participation for development projects.</b>	3.13	0.50	4
<b>The official struggles with a lack of resources (personnel, equipment, etc.) to implement programs effectively.</b>	3.37	0.66	1
<b>The official faces challenges in aligning community development programs with higher-level government policies.</b>	3.2	0.40	2
<b>The official experiences difficulties in monitoring and evaluating the success of community development programs.</b>	3.07	0.58	5

Based on the data in table 5, the most significant challenge identified by barangay officials is the lack of resources such as personnel and equipment to implement programs effectively (Mean = 3.37). This reflects a critical constraint in local government capacity, where limited logistical and human resources hinder the successful rollout of development initiatives. As noted by the Philippine Institute for Development Studies (PIDS, 2021), resource inadequacy remains a persistent issue at the barangay level, often resulting in project delays, reduced service

coverage, and suboptimal program outcomes. Strengthening intergovernmental support, streamlining resource allocation, and building local partnerships are necessary to overcome these structural barriers. In contrast, the least significant challenge was difficulties in monitoring and evaluating the success of community development programs (Mean = 3.07), suggesting that while evaluation may be recognized as important, it is not currently seen as the most pressing issue compared to more immediate operational constraints. However,

ADB (2020) emphasizes that without effective monitoring and evaluation mechanisms, even well-funded and well-planned programs may fail to deliver

long-term impact, underscoring the need to integrate M&E training as a complementary strategy to address broader implementation challenges.

*Table 6. Types of Training or Support Needed to Improve Performance*

Indicators	Mean	SD	Rank
The official needs training in leadership and team management to improve program implementation.	3.57	0.504	2
The official would benefit from financial management and budgeting training to handle program funds more efficiently.	3.5	0.509	4.5
The official would benefit from training on project planning and proposal writing to access funding and resources.	3.5	0.509	4.5
The official would benefit from learning about effective community engagement strategies.	3.3	0.535	3
The official requires training on monitoring and evaluation techniques to measure the success of community programs.	3.53	0.571	1

Table 6 illustrates that the training need identified is monitoring and evaluation (M&E) techniques to measure the success of community programs (Mean = 3.53), highlighting the officials' recognition of the importance of tracking outcomes and assessing the impact of their initiatives. This indicates a shift toward performance-based governance and results-oriented planning, which are crucial for improving accountability and transparency. As emphasized by the Department of the Interior and Local Government (DILG, 2022), empowering barangay officials with M&E tools enables data-driven decision-making, promotes evidence-based program adjustments, and strengthens the effectiveness of public service delivery. Similarly, the Asian Development Bank (ADB, 2020) underscores that local governments must build their capacity for results monitoring to ensure public funds yield meaningful and measurable community benefits. Conversely, the least significant training need was training on effective community engagement strategies (Mean = 3.30), suggesting that while engagement is acknowledged, barangay officials may feel more confident in their interpersonal roles than in technical or analytical capacities. However, continuous support in participatory governance approaches remains essential to complement the growing emphasis on outcome-based programming.

**CONCLUSION**

The study revealed that barangay officials generally acknowledge the need for continuous capacity-building to enhance their effectiveness in implementing community development programs. Among the key areas identified, the most significant training needs were in community mobilization strategies, project monitoring and evaluation, understanding the Local Government Code, and creating barangay disaster preparedness plans—underscoring the demand for practical, results-oriented, and legally grounded leadership. These areas point to gaps in technical skills crucial for driving participatory and resilient local governance.

In addition, training in monitoring and evaluation techniques, leadership, and financial management were identified as essential to improving performance. While community engagement was rated lower in urgency, it remains a vital component that must be reinforced alongside technical competencies to ensure inclusive governance.

Beyond the local context, these findings have far-reaching global implications. They reinforce the universal need for structured capacity-building among grassroots leaders, particularly in developing countries facing similar governance challenges. The demand for training in disaster preparedness, community

mobilization, and legal literacy reflects a broader global agenda to strengthen decentralized governance, promote inclusive development, and build local resilience amid growing climate and socio-political risks. This study therefore contributes to the global discourse on sustainable development, highlighting that effective local leadership is a cornerstone of achieving resilient, participatory, and inclusive communities worldwide.

## RECOMMENDATIONS

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achieving resilient, participatory, and inclusive communities worldwide.

## *Extension Program Proposal*

This proposed extension program shall be comprised of five (5) extension project components, to wit:

The proposed extension program, anchored on the results of the training needs assessment of Barangay Napsan officials, is designed to address key areas identified in the study. Central to the program is Leadership and Governance Training, which will enhance the capacity of officials to lead with integrity, engage constituents, and implement policies effectively—responding to the identified need for stronger governance skills.

In response to the identified need for improved project planning and access to funding, a module on Project Development and Proposal Writing will equip officials with the ability to conceptualize and articulate community-based projects that can be supported through internal and external sources. The inclusion of Legal and Policy Orientation will strengthen awareness of barangay-level laws and regulations, enabling officials to perform their duties within a sound legal framework. Given the growing importance of local disaster readiness, Disaster Preparedness and Environmental Management will also be included to build resilience and equip leaders with the skills necessary to plan for and mitigate risks associated with natural hazards and environmental concerns.

Finally, a Monitoring and Evaluation (M&E) component ensures that barangay officials can assess the impact of development initiatives, sustain good practices, and make data-driven decisions. Collectively, these components provide a holistic, sustainable approach to capacity building, directly aligned with the research objectives and responsive to the actual needs and challenges of barangay governance as identified in the study.

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