



DOCTOR OF PHILOSOPHY IN AGRICULTURAL SCIENCES

Majors in Animal Science,
Crop Science, Crop Protection

INTERNATIONAL LINKAGES

*Accrediting Agency of
Chartered Colleges and
Universities in the
Philippines, Inc.
(AACCUP)*

September 02-04, 2025



AREA IV: INTERNATIONAL LINKAGES

International Linkages of PhD Agricultural Sciences
Major in Animal Science

It is the policy of the Commission on Higher Education (CHED) to internationalize higher education in the country in order to facilitate the development of human resource base that will be responsive to the demands of the 21st century. As a Level IV state university, the University of Southern Mindanao is Mandated to pursue linkages not only in the local, regional and national levels but also in the international level in its mission to produce graduates that are internationally competitive to respond to the demands of the 21st century. As such, international linkage of the university with other academic institutions and organizations encompasses the fields of research, academic exchange (students and faculty), twinning program/sandwich programs, joint sponsorship of seminars/conferences and the like.

The following are the international linkages of the University of Southern Mindanao with other institutions/organizations:

4.1 International Linkages of the University of Southern Mindanao

Table 1. International Linkages of the University of Southern Mindanao.

World Coffee Research (California, USA)	Enhancing Productivity of Robusta Coffee through Organic-Based Fertilization for Increased Profitability
Charoen Pokphand Foods (Thailand)	OJT/Apprenticeship Program in the fields of agriculture, veterinary medicine, home ecology and food sciences, business development economics and management
Bixter (Denmark)	Traineeship Program in the field of agriculture
Global Green Growth Institute (Korea International Cooperation Agency)	Developing Land Management Options for Diverse Cacao-based System in Mindanao
Maejo University (Thailand)	Research collaboration, academic exchange (students and faculty), twinning program/sandwich programs, joint sponsorship of seminars/conferences
Chulalongkorn University (Thailand)	Research collaboration, academic exchange (students and faculty), twinning program/sandwich programs, joint sponsorship of seminars/conferences especially in the field of Halal Science
Daegu Health College (South Korea)	Information exchange in the field of bio-health, research collaboration, academic exchange (students and faculty)
Faculty of Agriculture Khon Kaen University (Thailand)	Research collaboration, academic exchange (students and faculty), joint publication, joint sponsorship of seminars/conferences/trainings

Universitas Gadjja Mada	Research collaboration, academic exchange (students and faculty), joint publication, joint sponsorship of seminars/conferences/trainings
Adjeenkya D Y Patil University, Pune, India	Research collaboration, academic exchange (students and faculty), joint publication, joint sponsorship of seminars/conferences/trainings, credit transfer, etc
Universitas Muhammadiyah Sیدdoarjo (Indonesia)	Research collaboration, academic exchange (students and faculty), joint publication, joint sponsorship of seminars/conferences/trainings
Sultan Shyarif Kasim State Islamic University of Riau (Indonesia)	Research collaboration, academic exchange (students and faculty), joint publication, joint sponsorship of seminars/conferences/trainings

Membership of the University of Southern Mindanao to Different Consortia

Table 2. Membership of the University of Southern Mindanao to different consortia

<p>SOCCSKSARGEN Agriculture, Aquatic and Natural Resources Research and Development Consortium (SOXAARRDEC)</p>	<p>Based at the University of Southern Mindanao (USM), SOXAARRDEC is an organization composed of 20 member agencies in the SOCCSKSARGEN Region promoting research and development in agriculture, aquatic and natural resources.</p> <p>It envisions responsive, culturally sensitive, and sustainable Research, Development, Extension innovations in the region with the mission of engaging minds to effect positive change in the lives of people in the Agriculture, Aquatic and Natural Resources (AANR) sector through Research & Development, Technology Transfer, Science Communication and ICT initiatives in the SOCCSKSARGEN Region.</p> <p>It has nine priority commodities where the Consortium Member Institutions (CMI) are working, namely: rice, corn, cacao, banana, coffee, rubber, ruminants and poultry, tilapia and tuna.</p> <p>Faculty members of the PhD program are active in research and development involving their graduate students with their short-term researches.</p>
<p>SOCCSKSARGEN (SOX) Industry, Energy, Emerging Technology Research and Development Consortium (SOXIEERDC)</p>	<p>The Consortium shall create a mechanism for proper coordination, programming, development, and utilization of resources for related R&D works; foster inter-agency collaboration and participation between and among the academe, local / national government agencies, and private sector / industry; promote adoption and utilization of R&D output; formulate an R&D Agenda for sectors that will be identified by the Consortium; and generate funding to conduct R&D activities.</p>
<p>Region 12 State Universities and Colleges</p>	<p>Capacity building, Collaboration on research, development and extension, Addressing regional sustainable development goals (SDGs), enhancement of niches of each SUC to address needs and gaps</p>

**MINSUPALA – IRDC
(Mindanao, Sulu, Palawan-
Innovative Research and
Development Consortium)**

The University of Southern Mindanao joins a consortium of agencies formed to coordinate regional innovative research and development priorities anchored on the Philippine Development Plan 2023-2028. The newly created consortium, named **MINSUPALA – IRDC (Innovative Research and Development Consortium)**, consists of state universities and colleges (SUCs) from Mindanao, Sulu, and Palawan. It was formalized through the signing of a Memorandum of Understanding held at the Department of Budget and Management (DBM) Regional Office, Koronadal City on July 20, 2023.

The consortium aims to promote innovative research and development for sustainable and inclusive development of communities in the MINSUPALA region, provide an avenue for joint planning, monitoring, evaluation, and sharing of R&D resources through collaborative interventions among its members, collaborate with the national and regional Government through DBM XII and consortium member SUCs in maximizing the utilization of research results to support regional development, and source other funds for the use in the implementation of R&D.

Through the consortium, member institutions will be provided opportunities to enhance their research and extension capabilities, participate in the consortium’s key activities, access technical support and endorsement to develop and package R&D proposals for possible funding from DBM through DBM Region XII, and utilize recommended relevant R&D management tools.

The IRDC will be hosted by DBM Region XII being the proponent of the organic program proposal submitted to the DBM National Office. Joining USM in the new consortium are Sultan Kudarat State University, Mindanao State University Maguindanao, Mindanao State University General Santos City, Cotabato State University, Adiong Memorial Polytechnic State College, South Cotabato State College, and Cotabato Foundation College of Science and Technology.

The MOU signing was attended by SUC Presidents, DBM Secretary Amenah F. Pangandaman, and DBM Regional Director Akmad J. Usman.

Table 3. Membership of the University of Southern Mindanao to different consortia and the nature of linkages and benefits

Name of Consortium	Parties Involved	Nature of Linkage	Funds	Benefits
SOCCSKSARGEN Agriculture, Aquatic and Natural Resources Research and Development Consortium (SOXAARRDEC)	With 20 Consortium Member Institutions (CMI) namely: USM, SKSU, CFCST, CotSU, SCSC, MIST, SEAIT, VMC MC, Inc, DA RFO 12, DA-PRRI, DA-ATI, DA-PhilRice-MES, NEDA, DOST-PCAARRD, DOST XII,	Research & Development, Science Communication, Tech	Each CMI contributes Php 65,000 with USM (base agency) contributing Php 320,000, SKSU contributing Php160,000 and DOST-PCAARRD with funding of 5 million for 3 years.	Capacity Building, Collaboration on Technology Transfer, ResearchPartnerships, Policy crafting, IEC Materials Production, sharing of resources
SOCCSKSARGEN Agriculture, Aquatic and Natural Resources Research and Development Consortium (SOXIERRDEC)				Capacity Building, Collaboration on Technology Transfer, Research Partnerships, Policy crafting, IEC Materials Production, sharing of resources, sharing of expertise, sharing of resources persons
Region 12 Future's Thinking Consortium				Capacity Building, Research Partner-ships, Policy crafting, IEC Materials Production, sharing of resources, sharing of expertise, sharing of experts as resources persons

MINSUPALA-IRD Consortium			P5M for each SUC member	Through the consortium, member institutions will be provided opportunities to enhance their research and extension capabilities, participate in the consortium's key activities, access technical support and endorsement to develop and package R&D proposals for possible funding from DBM through DBM Region XII, and utilize recommended relevant R&D management tools.
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4.2 International Linkages of PhD Agricultural Sciences Major in Animal Science

The core faculty of the PhD in Agricultural Science Major in Animal were able to engaged in the different international organizations and agencies in different countries such as Maejo University, Thailand; Universitas Gadjra Mada, Indonesia; Korea International Cooperation Agency (KOICA); **Food and Agriculture Organization of the United Nations (UN FAO)**; United States Development Agency (USDA) and; International Committee of the Red Cross (**ICRC**), **Switzerland** (Table 4).

Table 4. List of Core Faculty of the PhD Agricultural Science Major in Animal Science Program

Faculty	Program/Project/Organizations
1. JOSEPHINE R. MIGALBIN, PhD	Knowledge Exchange (Academic) and Research collaborations of graduate students and faculty at Maejo University, Thailand
	Knowledge Exchange (Academic) and Research collaborations of graduate students and faculty at Universitas Gadjra Mada, Indonesia
	Silage Production Technology (Lactic Acid Bacteria Production)-Korea International Cooperation Agency (KOICA) in cooperation with Food and Agriculture Organization of the United Nations (FAO-UN)
2. MARY JOY S. CAÑOLAS, PhD	Knowledge Exchange (Academic) and Research collaborations of graduate students and faculty at Maejo University, Thailand

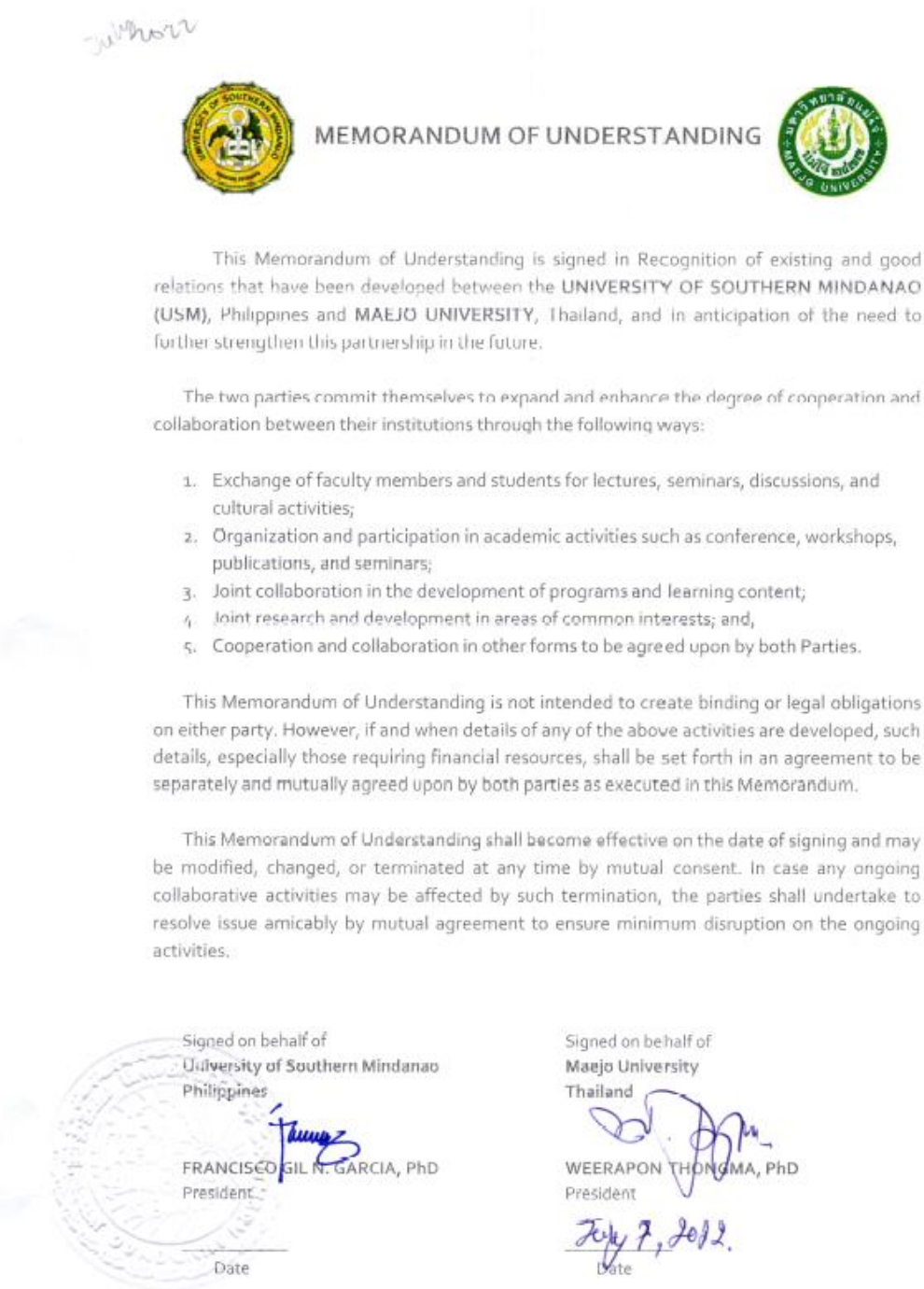
3. JURHAMID C. IMLAN, PhD	Development of the Second Phase of a Seed Multiplication Pilot Project-International Committee of the Red Cross (ICRC), Switzerland
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4.2.1 Accomplishment Reports of the Engagement of USM and other Universities in the PhD in Agricultural Science Major in Animal Science Program

4.2.1.1 International Linkage Established with Maejo University

The University of Southern Mindanao (USM), through its PhD in Agricultural Science major in Animal Science program, has established an international academic and research linkage with the Maejo University of Thailand under a partnership for collaborative research and academic exchange in the field of livestock and poultry production and sustainable pasture management. This linkage was formalized through a Memorandum of Understanding (MoU) signed in 2022 (Figure 1).

Figure 1. Screenshot of the Memorandum of Understanding of the University of Southern Mindanao and Maejo University, Thailand.



2. Faculty and Student Participation

Several faculty members and graduate students are actively engaged in this partnership. Details are summarized below:

Table 1. Faculty and Students of USM under the engagement

Name (Faculty)	Role/Position	Particular Activity
Dr. Josephine R. Migalbin	Faculty, Coordinator	Collaboration on large and small ruminant production
Dr. Mary Joy Cañolas	Faculty	Collaboration on livestock and poultry breeding
Name (Students)		
Mr. Rayan Ysulat	PhD student	Forage Production
Mr. Alimudin Belon	PhD student	Ruminant Production
Mr. Ar-jay Valenzuela	MS Student	Poultry Productioj

3. Nature of Activities and Coverage Period

The partnership activities spanned from January 2024 to present and included the following:

- Online seminar on livestock production and biotechnology
- Research Engagement
- Short-term laboratory engagements

4. Benefits and Outcomes

The collaboration generated significant benefits to the faculty, students, and the program:

Stakeholder	Benefits
Faculty	Enhanced research capacity, co-publication opportunities
Students	Exposure to international research, advanced methodologies
Program	Strengthened global visibility, improved curriculum alignment

5. Future Directions and Sustainability of the Linkage

Moving forward, the University of Southern Mindanao seeks to sustain and expand its international linkage with the Maejo University.

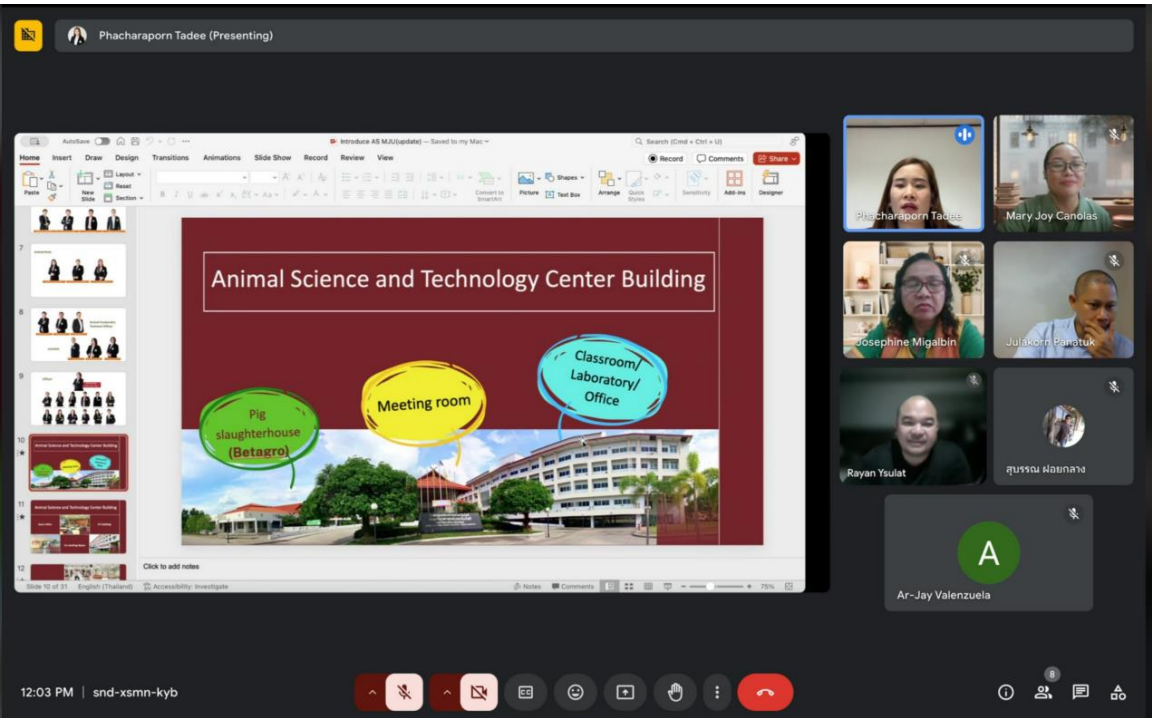
Plans include:

- Development of joint doctoral dissertation supervision and co-advising schemes.
- Establishment of long-term collaborative research projects on climate-smart livestock systems.

- Institutionalization of annual exchange programs for both faculty and graduate students.
- Exploration of joint funding opportunities from international agencies and research consortia.
- Integration of lessons learned from the partnership into local curriculum development and policy advocacy.

These forward-looking strategies will not only ensure the sustainability of the current partnership but also enhance the program’s global competitiveness, ultimately contributing to national and international goals in agricultural development and food security.

6. Documentation



Phacharaporn Tadee (Presenting)

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Curriculum

1. Bachelor of Science Program in Animal Science

2. Master of Science Program in Animal Science

3. Doctor of Philosophy Program in Animal Science

4. Bachelor of Science Program in Smart Agriculture (Continuing Program)-Co op Government

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Phacharaporn Tadee

Mary Joy Canolas

Josephine Migalbin

Julakorn Panatuk

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สุพรรณ พลอยกลาง

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
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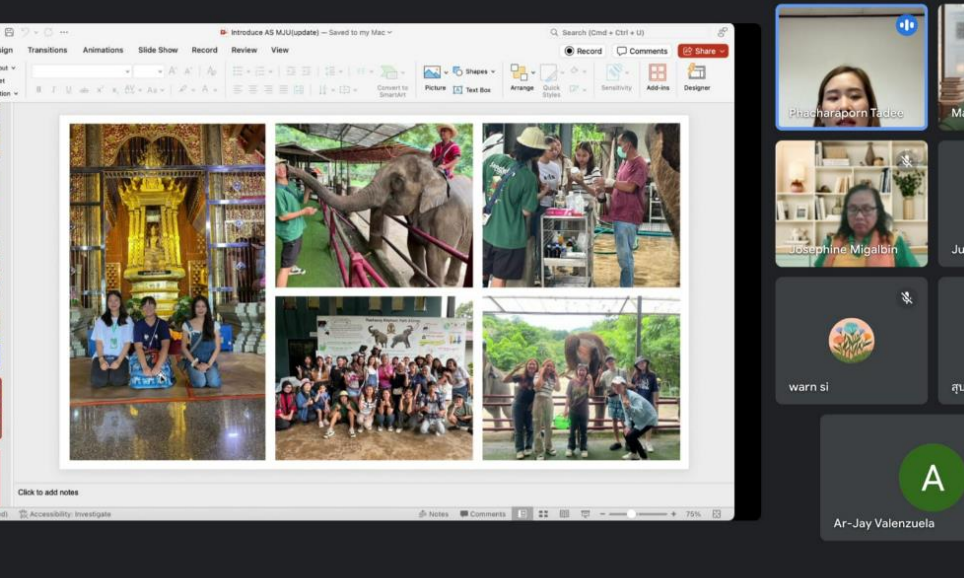
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Phacharaporn Tadee (Presenting)





The presentation slide, titled "Introduce AS MA(Update)", displays a collage of six photographs. The top-left photo shows a large, ornate golden stupa inside a temple. The top-middle photo shows a person riding an elephant. The top-right photo shows a group of people, including a man in a green shirt, standing near a table. The bottom-left photo shows two women sitting on the floor in front of a stupa. The bottom-middle photo shows a large group of people posing for a group photo. The bottom-right photo shows a group of people standing in front of an elephant. A "Thank you" slide is visible at the bottom left of the presentation area.

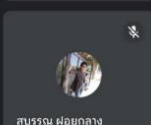

Phacharaporn Tadee

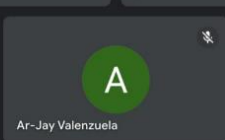

Mary Joy Canolas


Josephine Migalbin










Julakorn Panatuk






warn si


สุนทร พลายกลาง


Ar-Jay Valenzuela

12:11 PM | snd-xsmn-kyb

4.3.2.1.2 International linkage established with Universitas Gadjah Mada of Indonesia

The University of Southern Mindanao (USM), through its PhD in Agricultural Science major in Animal Science program, has established an international academic and research linkage with the Universitas Gadjah Mada of Indonesia under a partnership for collaborative research and academic exchange in the field of livestock and poultry production and sustainable pasture management. This linkage was formalized through a Memorandum of Understanding (MoU) signed in 2022 (Figure 3).

Accomplishment Report of the Engagement of USM and Universitas Gadjah Mada, Indonesia

UNIVERSITY OF SOUTHERN MINDANAO

College of Agriculture
PhD in Agricultural Science (Animal Science)

ACCOMPLISHMENT REPORT ON INTERNATIONAL LINKAGE

University of Southern Mindanao, Philippines

and

Universitas Gadjah Mada, Indonesia

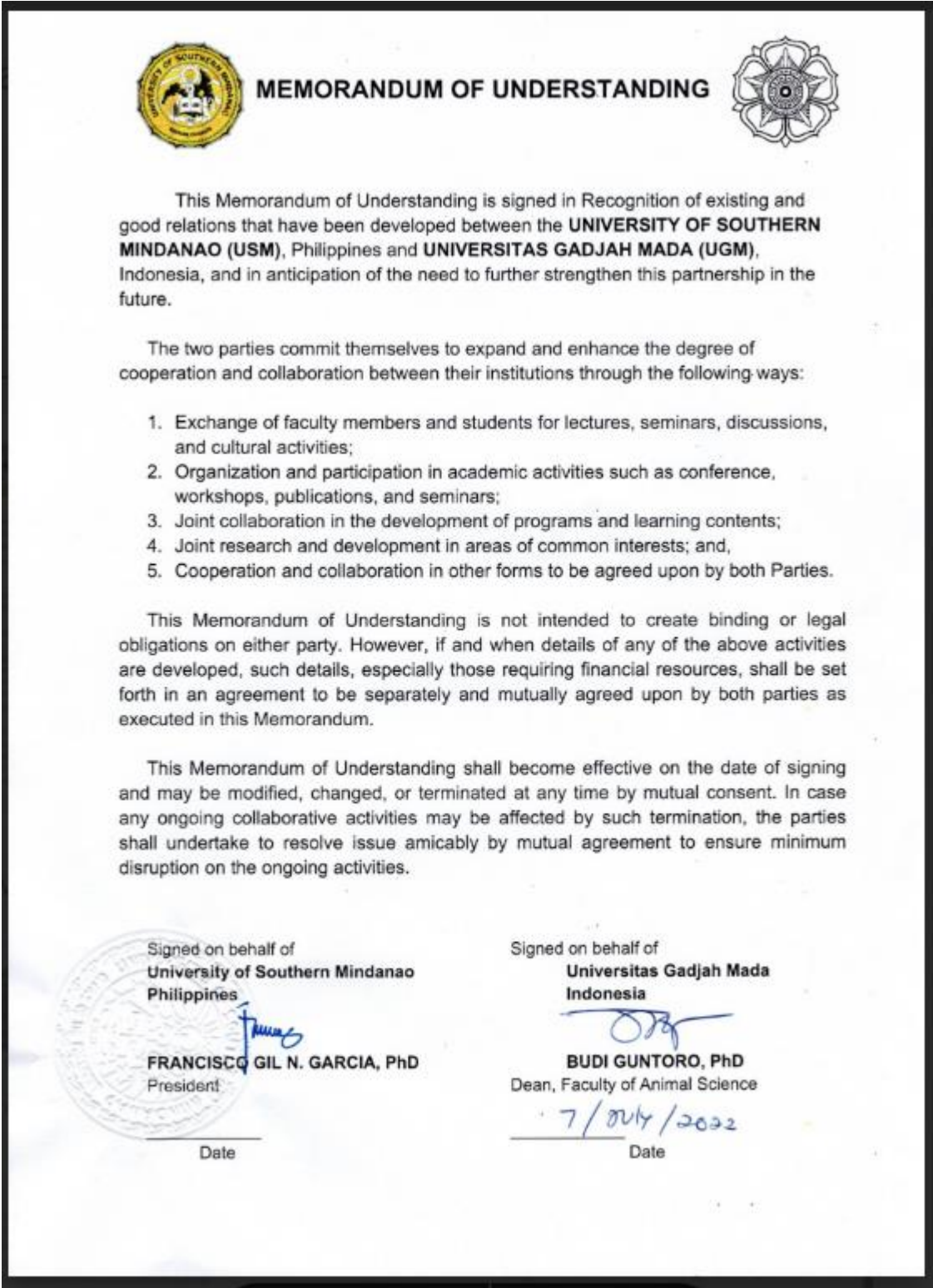
Prepared by:

Josephine R. Migalbin, PhD
Prof VI

Program Head, PhD in Agriculture Science (Animal Science)

2025

Fig. 1. Screenshot of the Memorandum of Understanding between the University of Southern Mindanao and Universitas Gadjah Mada, Indonesia.



Initial Engagement of Faculty and Student Participation

Initially, a faculty member and graduate student were engaged in this partnership (Table 1).

Table 1. Faculty and Student of USM under the engagement

Name (Faculty)	Role/Position	Particular Activity
Dr. Josephine R. Migalbin	Faculty, Coordinator	Collaboration on large and small ruminant production
Name (Student)		
Mrs. Precious Amor Beso-Ferrer	PhD student	Knowledge Exchange

3. Nature of Activities and Coverage Period

The partnership activities spanned from July 9-15, 2023 on the following:

- 1. Training
- 2. Knowledge Exchange

4. Benefits and Outcomes

The collaboration generated significant benefits to the faculty, student, and the program:

Stakeholder	Benefits
Faculty	Enhanced capacity, co-publication opportunities
Student	Exposure to advanced methodologies
Program	Strengthened global visibility, improved curriculum alignment

5. Future Directions and Sustainability of the Linkage

Moving forward, the University of Southern Mindanao seeks to sustain and expand its international linkage with the Universitas Gadjra Mada.

Plans include:

- Development of joint doctoral dissertation supervision and co-advising schemes.
- Establishment of long-term collaborative research projects on climate-smart livestock systems.
- Institutionalization of annual exchange programs for both faculty and graduate students.

- Exploration of joint funding opportunities from international agencies and research consortia.
- Integration of lessons learned from the partnership into local curriculum development and policy advocacy.

These forward-looking strategies will not only ensure the sustainability of the current partnership but also enhance the program’s global competitiveness, ultimately contributing to national and international goals in agricultural development and food security.

Figure 2. Screenshot of the invitation of Ms. Precious Amor Beso-Ferrer.

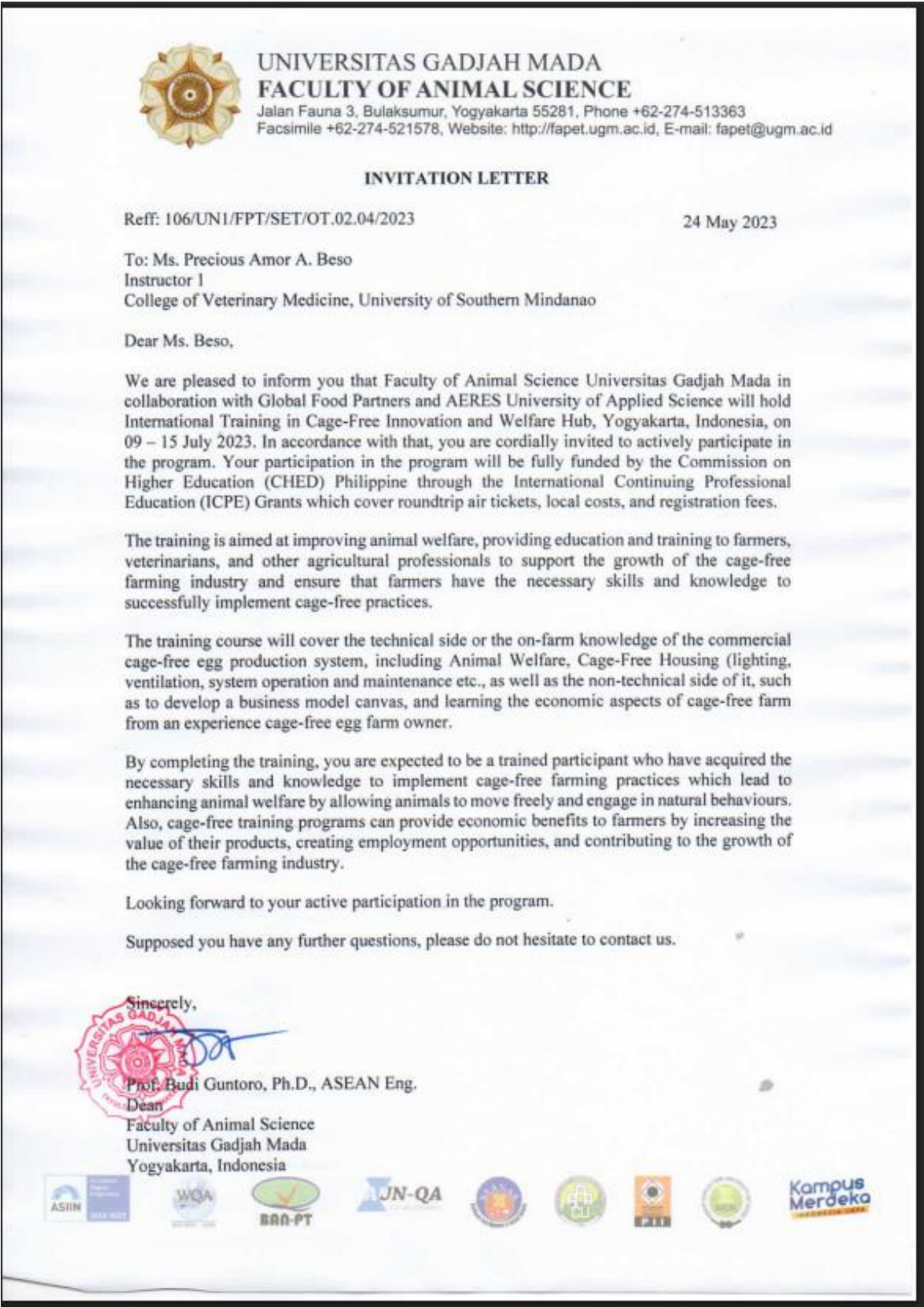


Fig. 3. Screenshot of the re-entry plan of Ms. Precious Amor Beso-Ferrer.

APPENDIX 12: RE-ENTRY ACTION PLAN TEMPLATE

Scholarship for Graduate Studies Abroad and International Relations
CHED K to 12 Transition Program

International Continuing Professional Education (ICPE) Grant
Re-Entry Action Plan

Name of Applicant	Precious Amor A. Beso
ICPE Grant Applying for	International Training on Cage-Free Innovation and Welfare Hub
Delivering Institution of ICPE Grant	
Name and Address of Sending HEI	University of Southern Mindanao- Poblacion, Kabacan, Cotabato
Months/Years Employed in Sending HEI	3 years and 7 months

Timeframe	September 2023- September 2024
Designation/Status	Instructor I- Permanent Position
Context	<p>One of the important industries concerned in addressing food insecurity in the Philippines and its neighboring Asian counterparts is poultry production. Nowadays, poultry industry is one of the most agricultural profitable businesses in the Philippines that provides nutritious meat and eggs for human consumption within the shortest possible time. Recently, the native, and free-range (improved) chicken production has been practiced by Filipinos to augment their income from other sources (Satori, 2018). This industry allows the contribution of the rural poor Filipinos in the production of high-quality chicken products that are sold with quality prices (Mananghaya, 2017). Recently, there has been an increase in the demand for native and improved chicken meat in the market which is attributed to the rising consciousness of the consuming public on organic and chemical-free meat products (Gil et al., 2000). Hence, the free-range chicken production should be improved and developed without sacrificing its natural and organic attributes.</p> <p>With the ASEAN Integration, the industry has great potential for growth and development. However, it is also faced with great challenges such as high production cost; health threatening benefits to humans such as Antimicrobial Resistance (AMR) and Antibiotic Residue (AR); and high product demand but low supply due to emerging diseases, high feed cost and lack of knowledge on the new techniques and innovations in poultry production. In this scenario, backyard raisers need to undertake drastic changes that will help them cope with the pressing needs of this time. Re-tooling of poultry raisers, updating of techniques in poultry industry and reviving the native and improved free-range chicken farming should be given time and effort especially for small scale/ backyard chicken farmers so that they will be able to meet the new demands of the consumers/production and compete in the global arena.</p> <p>SOCCSKSARGEN is a region of the Philippines, located in Central Mindanao, and is officially designated as Region XII. The name is an acronym that stands for the region's four provinces and one of its cities: South Cotabato, Cotabato, Sultan Kudarat, Sarangani and General Santos City. The region is more formally known by its older name Central Mindanao. One of the largest provinces in Region 12 is the North Cotabato.</p>

	<p>This place is a melting pot of cultures and traditions and included here is their love for raising poultry animals specifically chickens. It is a place that is suitable for this enterprise because the weather is good and rural areas are still vast. Marketing is also on the rise. It is a national scenario that the demand for chicken meat and eggs is increasing. The only problem is that the large capital and accessibility of the farmers (Backyard Raisers, professionals, Indigenous People, Others) who want to venture into poultry raising, to training facilities or such activities where they can be taught on the techniques and advanced technologies and innovations used in poultry management and health practices for improvement of production and profit.</p> <p>University of Southern Mindanao (USM) and its four-fold function: Instruction, Research, Extension, and Production, is found in the middle of this Region especially in the Province of North Cotabato. It is also good to note that the College of Veterinary Medicine (Center of Development in Veterinary Medicine awarded by CHED) is in this campus, thus availability of technical expertise is assured. The college is also mandated to perform extension activities especially that in its vision and mission, it includes molding not just student graduates that are competent Veterinarians in the future but a community around it that are able to respond to the needs of time especially in the field of veterinary science. It is a service-oriented program that is both community based and culture sensitive.</p> <p>A Community-based Poultry Production Project ("Promoting NFCP (Naturally-grown Free-range Chicken Production: Empowering Backyard Raisers of North Cotabato") is therefore a good extension project of the University of Southern Mindanao- College of Veterinary Medicine. It will be done in cooperation with partner agencies of the College (Provincial Veterinary Office, Local Government Units of the Province and Department of Agriculture Reg. XII) so that more beneficiaries can avail of the opportunity to grow in terms of knowledge, skills and production.</p> <p>In addition, a research proposal will be submitted to funding agencies such as Department of Science and Technology and Department of Agriculture for funding to ensure sustainability of the project and to validate the application of the competencies gained from the training. Faculty members and students of disciplines including animal science, veterinary medicine, practical agriculture, and veterinary technology in the University will be trained on innovative poultry production. Inclusion in the curriculum of sustainable and innovative strategies in poultry management and production will also be considered.</p>
Objectives	<p>Main Objective:</p> <p>To provide a start-up livelihood project and venue for skills training and development to individuals (backyard raisers, out of school youth and Women) who are poultry raisers or interested in putting up their own backyard chicken farm in the region.</p> <p>Specific Objectives:</p> <ol style="list-style-type: none"> 1. To provide basic knowledge, new advances and technical skills in free-range chicken production and health management among different stakeholders; 2. To provide parent stocks and support in the establishment of the housing facility; and 3. To establish a demo poultry farm in Cotabato Province to be managed by the recipients.

Outcomes	<p>At the end of the project, the participants are expected to have:</p> <ol style="list-style-type: none"> 1. gained basic knowledge, new advances and technical skills in Free-range chicken production and health management. 2. applied the appropriate techniques/innovations/approaches in managing a free-range chicken farm; and 3. established a demo farm which produce naturally-grown free-range chickens. 4. Additional source of income for the family that will lead to help poverty alleviation and answer the food insecurity concern of the country.
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Signature of Applicant



April 17, 2023
Date

I hereby certify that the above information is true and correct, and that
University of Southern Mindanao has committed to the above reentry
plan for **Precious Amor A. Beso**.


Elizabeth C. Molina, DVM, PhD
Name and Signature of Dean

USM-College of Veterinary Medicine
Name of School/College in SHEI

Fig. 4. Screenshot of the Training Completion Report as part of the re-entry plan of Ms. Precious Amor Beso-Ferrer.

		University of Southern Mindanao EXTENSION SERVICES OFFICE Kabacan, Cotabato			
TRAINING COMPLETION REPORT					
Report on non-degree training program (including seminars, conferences, workshops) conducted. This form should be submitted by the training coordinator to the monitoring office (OED) not later than 1 week after the completion of the training program.					
Title		TRAINING ON CAGE-FREE CHICKEN LAYER PRODUCTION AND MANAGEMENT			
Budget	Php 11,202.00	Fund Source	ESO		
Start Date	July 24, 2025	End Date	July 24, 2025		
Venue	ESO T/C Room, Kabacan, Cotabato	Total No. of Beneficiaries/ Participants for the whole duration	28/ Chicken Raisers of Salapungan, Kabacan, Cotabato		
Barangay	Salapungan	Municipality	Kabacan		
Province	Cotabato				
TRAINING TEAM/ FACILITATORS					
SPONSOR/S					
DA- Balindog Livestock and Production Center- chicks					
RESOURCE SPEAKER/S			TOPIC/S		
PRECIOUS AMOR BESO-FERRER			CAGE-FREE CHICKEN LAYER PRODUCTION AND MANAGEMENT		
TRAINING OBJECTIVE/S					
The training aims to equip farmers with knowledge and skills on Cage-Free Chicken Layer Production and Management. Specifically, participants will be able to:					
<ol style="list-style-type: none">1. Understand the basic principles and benefits of cage-free layer production systems.2. Identify the proper housing design and space requirements for cage-free laying hens.3. Learn effective feeding and nutrition management specific to cage-free layers.4. Apply proper health care, biosecurity, and sanitation practices in cage-free settings.5. Demonstrate good management practices that promote animal welfare and improve egg production.6. Explore market opportunities and economic benefits of cage-free egg production.					
USM-EXT-F16-Rev.4.2024.09.02					



TRAINING COMPLETION REPORT

TRAINING HIGHLIGHTS

To enhance the knowledge and skills of chicken raisers on **Cage-Free Chicken Layer Production and Management**, a training-workshop was conducted on **July 24, 2025**, at the **Extension Services Office Training/Conference Room** in **Kabacan, Cotabato**. Organized through the **CONNECT Project** under its **Learning and Development Program**, the activity aimed to equip local farmers with the competencies needed to adopt cage-free layer production systems, improve egg quality and yield, and access new or premium markets. This initiative supports the shift toward more sustainable and welfare-friendly poultry practices aligned with modern consumer and industry trends.

The **Local Government Unit (LGU) of Kabacan**, through the **Office of the Municipal Agriculturist**, identified the farmer-participants for the training. Meanwhile, the **DA-Balindog Livestock and Production Center** committed to facilitate the dispersal of chickens immediately after the training, enabling farmers to apply their newly acquired knowledge and start their own cage-free layer production enterprises.

The program commenced with **Instructor Carl Jonas Gocotano** as the master of ceremonies, followed by an opening prayer led by **Ms. Ritchel O. Torres** and the singing of the National Anthem. Participants were then individually acknowledged. In her opening remarks, **Dr. Glyn B. Gabano-Magbanua**, Director of the Extension Services Office, warmly welcomed the farmers and emphasized the importance of continuous learning and the practical application of training topics. She shared:

"Kami po ay masaya na may farmers kaming bisita ngayong araw. Ang Extension Services Office, kami po ang opisina na nagbibigay ng mga katulad nitong trainings. Ito ang second time na kami ay naka-cater ng farmers ng Kabacan. Kami po ay natutuwa na nandito kayo, at kami rin ay natutuwa na ang ating Resource Person ay galing pa sa Indonesia para sa training na ito. Sana ang inyong matutunan ngayon ay tuloy-tuloy nating ma-practice para pagdating ng panahon ay mapagbentahan ninyo kami ng itlog."

During the orientation, participants shared their expectations, including:

- "Mayroong maiuwing manok,"
- "Magbibigay po ba kayo ng pagkain sa manok?"
- "More knowledge to learn," and
- "Madagdagan ang kaalaman sa pagmamanok."

The training sessions were facilitated by **Instructors Fleurmina Eula C. Usop** and **Desirie Jane V. Olivar**, and led by **Dr. Precious Amor Beso-Ferrer**, an expert from the **USM College of Veterinary Medicine**. Dr. Ferrer delivered a comprehensive lecture covering:

- The basic principles, benefits, and welfare considerations of cage-free layer production
- Differences between fertile eggs and table eggs
- The current status of the Philippine chicken industry
- Various chicken breeds in the Philippines, where **Black Australorp** was recommended for its dual-purpose use and high egg production

She also emphasized the importance of selecting good parent stock to ensure better productivity in future generations.

Before the afternoon session, participants completed their baseline data forms and joined an energizing icebreaker called **"The Hammer."**

In the afternoon, Dr. Ferrer discussed **Feeds and Nutrition**, highlighting:

- The use of alternative feeds such as **Azolla** (which contains 25% crude protein) and **Lemna**, both of which can significantly reduce dependence on commercial feeds while offering nutritious options for layers. She noted that **Azolla must be drained before feeding** to reduce water content.
- The inclusion of **Black Soldier Fly larvae**, containing 18–21% crude protein, either in powdered or air-dried form, as a protein-rich supplement



TRAINING COMPLETION REPORT

She also underscored the importance of:

- Providing **clean water at all times** to ensure optimal egg quality and overall flock health
- Practicing **record-keeping**, which is often neglected by raisers, as a critical tool for monitoring flock performance and making informed decisions. Records also help track profitability. If egg production falls below 70%, farmers may need to replace their stocks
- Implementing **strict biosecurity measures** and proper health management to maintain a healthy and productive flock
- Combining **passion with profitability** in managing layer chickens

In her message, **Dr. Debbie Marie B. Verzosa**, Vice President for Research, Development, and Extension, expressed her gratitude:


"Nagpapasalamat kami sa DA-RFO XII, lalo na kay Ma'am Kirby Garcia, na nagsikap upang makuha ang mga one-month-old chicks na ipamimigay sa inyo. Siyempre, salamat din sa DA-Balindog Livestock and Production Center. Sa LGU Kabacan na siyang tumukoy kung sino ang dadalo sa training na ito, maraming salamat. Gusto rin ng USM na makapagbigay ng tulong sa komunidad sa pamamagitan ng LGU. Pasalamat din natin ang ating speaker na si Dr. Precious Amor Ferrer, na nag-training sa Indonesia at may ginagawa na sila doon tungkol sa cage-free layer chicken production. Marami sa atin ang may alegang manok at nagpapalitog, pero hindi natin alam na kayang umabot sa 250 itlog kada taon. Ibig sabihin, kung may kaalaman at tamang pangangalaga, may target tayong pwedeng abutin. Ang purpose natin dito ay matuto. Ang hamon ko sa inyo: kung mabibigyan kayo ng 10 sisiw, sana pagbalik niyo, bente na. Ang mga sisiw na ito ang magiging sukatan ng natutunan ninyo. Sana maalala ninyo na ang passion ay hindi namin maibibigay—kayo ang magdadala nito."

After the training, participants completed the **RSBSA** form and each received **ten (10) one-month-old chicks**, officially marking the start of their cage-free layer production journey.


OVERALL TRAINING/ ACTIVITY EVALUATION

The table below highlights on the level of satisfaction as expressed by the participants on the overall course delivery

Item Code	Particulars	Weighted Mean	Verbal Description
	Course Content and Structure		
a	The objective of the activity was clearly stated at the beginning of the session	4.84	Excellent
b	The sequence of the topic was easy to follow	4.86	Excellent
c	There was sufficient time allocated each topic	4.76	Excellent
d	The content of the session was clear and easy to understand	4.92	Excellent
	Training Activities	4.92	Excellent
a	There were sufficient activities in the session	4.89	Excellent
b	The activities increased my knowledge and understanding	4.5	Excellent
c	The group activities encouraged my participation	4.8	Excellent
	Methodology and Materials		



University of Southern Mindanao
EXTENSION SERVICES OFFICE
Kabacan, Cotabato



TRAINING COMPLETION REPORT

a	The instructional materials and presentation aids used helped me understand the topics better	4.92	Excellent
b	The delivery method (e.g. lecture, training, FGD, forum, conference was suitable for the activity)	4.92	Excellent
c	The delivery method assisted my learning and understanding	4.89	Excellent
Training Management Team, Facilities and Services			
a	The activity was well- organized and facilitated	4.92	Excellent
b	The secretariat was approachable and helpful	4.92	Excellent
c	The venue was conducive for the activity	4.89	Excellent
Total Mean Rating		4.85	Excellent

SUMMARY OF RESOURCE PERSON/S' EVALUATION				
Particulars	RP1		RP2	
	Weighted Mean	Verbal Description	Weighted Mean	Verbal Description
The resource person displayed a thorough knowledge of the topic and was able to provide insights	4.48	Excellent		
The resource person explained and processed the activities thoroughly	4.53	Excellent		
The resource person sustained the attention of participants and encouraged their participation	4.53	Excellent		
The resource person was able to create a good learning climate	4.46	Excellent		
The resource person was able to manage their time well	4.47	Excellent		
The resource person was sensitive to the participants' needs	4.46	Excellent		
Total Mean Rating	4.5	Excellent		

Rating Scale: 4.5 - 5.0 excellent (E), 3.50-4.49 Very satisfactory (VS), 2.50-3.49 Satisfactory (S), 1.50 - 2.49 Fair (F), 1.00-1.49 Poor (P)

TRAINING PARTICIPANTS' TESTIMONY

- Ang galing ng Resource Person
- Maraming salamat sa mga panibagong natutunan sa pag-aalaga ng manok na layer
- Ngayon ko lang nalaman na aabot pala ng 275 ang pinakamaraming itlog ng layer na manok.



TRAINING COMPLETION REPORT

-Salamat DA-Balindog livestock and production center sa bigay ninyong manok at makakaasa kayo na ito ay aming aalagaan at paparamihin.
-Naenjoy kami sa mga activities.

Picture 1.



Caption:

Dr. Beso explains the different high-protein plants for layer chickens.

Picture 2.



Caption:

Dr. Glyn G. Magbanua, together with Dr. Precious Amor Beso-Ferrer, awarded a Certificate of Recognition to the DA Balindog Livestock and Production Center.

Picture 3.



Caption:

The participants are actively engaging in the activity called "The Hammer."

Picture 4.



Caption:

Group photo with the RP, ESO Director, and participants holding their 10 days-old chicks.

REMARKS/PROBLEMS ENCOUNTERED/ ACTIONS TAKEN