

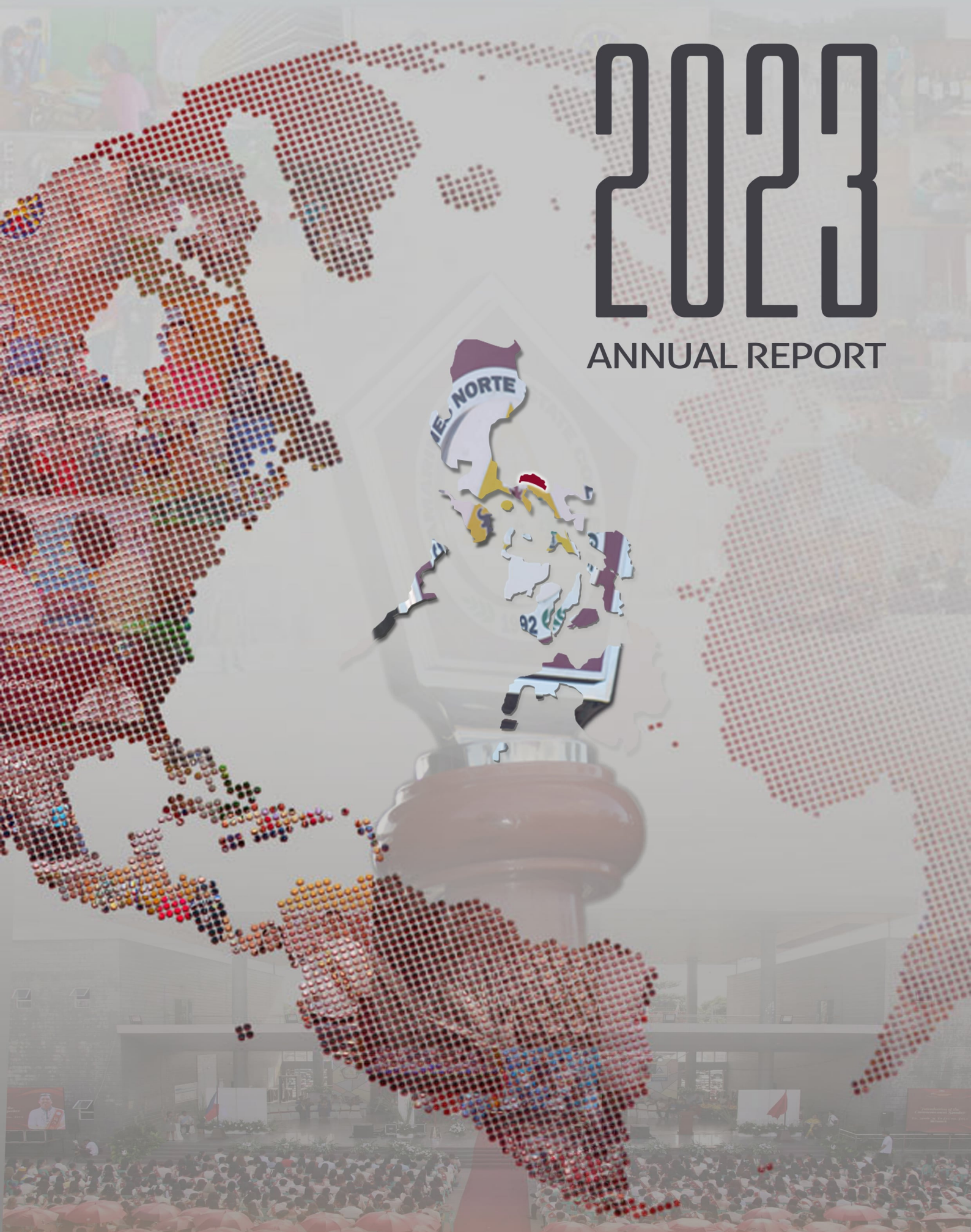


CAMARINES NORTE STATE COLLEGE

F. Pimentel Avenue Daet, Camarines Norte
www.cnscc.edu.ph

2023

ANNUAL REPORT





CAMARINES NORTE STATE COLLEGE
F. Pimentel Avenue Daet, Camarines Norte
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2023

ANNUAL REPORT



About the Cover

The cover of the 2023 Annual Report of Camarines Norte State College (CNSC) is a visual representation of the institution's aspiration and commitment to establishing a significant presence in the global educational landscape.

Key Elements:

1. **Global Map Visualization:** The background features a stylized world map composed of small dots, signifying a digital and interconnected era. The map's design symbolizes CNSC's ambition to reach beyond local and national boundaries, highlighting its role in the global community.
2. **Philippines Highlighted:** Central to the map is the Philippines, prominently marked to indicate the geographical and cultural roots of CNSC. This focus on the Philippines underscores the college's dedication to showcasing its home country on the world stage, bringing local expertise and perspectives to international discussions and collaborations.
3. **CNSC Mace:** Set in an overlay on the map of the Philippines is the CNSC Mace. The Mace symbolizes authority, tradition, and the institution's power to confer degrees. It is typically used during significant events like commencements, convocations, and other formal ceremonies to signify the dignity and importance of the occasion. The Mace signifies the college's achievements and aspirations, serving as a beacon of its mission and values.
4. **Year and Title:** The bold "2023 Annual Report" text signifies the report's temporal context, marking the achievements and progress made during the year. The modern, clean typography reflects the college's forward-thinking approach and dedication to contemporary relevance.
5. **Background Imagery:** Subtly integrated into the background are images of CNSC's six campuses, namely CNSC – Main that houses College of Engineering, College of Computing and Multi-media Studies, College of Arts and Sciences, College of Business and Public Administration, Graduate School; CNSC – Abaño Campus for College of Education; CNSC – Mercedes Campus for Institute of Fisheries and Marines Sciences; CNSC – Labo Campus for College of Agriculture and Natural Resources; CNSC – Jose Panganiban Campus for College of Trades and technology; and CNSC – Ret. Judge Entienza Campus, events, and community. These images provide a glimpse into the vibrant life at the college, illustrating the diverse activities, achievements, and engagement of its administration, faculty, students and staff.



Vision

CNSC as a premier Higher Education Institution in the Bicol Region

Mission

The Camarines Norte State College shall provide higher and advanced studies in the fields of education, arts and sciences, economics, health, engineering, management, finance, accounting, business and public administration, fisheries, agriculture, natural resources development and management and ladderized courses. It shall also respond to research, extension and production services adherent to progressive leadership towards sustainable development.



Prelude

In the ever-evolving landscape of global education, institutions must continually adapt and innovate to make their mark on the world stage. The 2023 Annual Report of Camarines Norte State College (CNSC) encapsulates this spirit of ambition and progress, presenting a year of remarkable achievements and strategic advancements.

As depicted on the cover of this report, CNSC is not just a beacon of academic excellence within the Philippines with its Board Examination topnotchers; but it is a dynamic force poised to make significant contributions to the global arena. The cover art, featuring a digitally rendered map of the world with the Philippines prominently highlighted, symbolizes CNSC's commitment to elevating its presence and influence on an international scale. This imagery reflects the college's dedication to fostering global partnerships, enhancing educational standards, and preparing its students to thrive in an interconnected world.

The 2023 Annual Report is a testament to CNSC's unwavering dedication to its mission of providing higher and advance studies in the field of education, arts and sciences, economics, health, engineering, management, finance, accounting, business and public administration, fisheries, agriculture, natural resources development and management and ladderized courses; so with responding to research, and community service. It highlights the institution's strategic initiatives, milestones, and the collective efforts of its administration, faculty, staff, and students. Through this report, CNSC reaffirms its pledge to advance knowledge, promote innovation and discovery, forge national and international linkages to other institutions, and contribute to the global community, thereby solidifying its role as a vital player in the realm of higher education.

As we delve into the pages that follow, we invite you to join us in celebrating the achievements of the past year and to look forward with us to a future of continued growth, collaboration, and excellence. Welcome to the 2023 Annual Report of Camarines Norte State College—a chronicle of our journey towards global prominence and our vision for the future.



Cheers to an accomplished 2023, MOONSHOT THINKERS!

Year 2023 has been a proof that it is already instilled to each one of us the strategic planning and foresight thinking. Embracing attitude towards life that what we thought impossible, unattainable, and ambitious are now possible, achievable, and realistic.

This Annual Report is the plaque which testifies the collective effort of this community. This includes recognizing the human resources through employment opportunities both for teaching and non-teaching personnel; elevating organizational knowledge and professionalism and enhancing expertise in public service through attendance to trainings and seminars, bench marking and learning activities; and, through all these are done.

A breakthrough for the College as a big leap as we are heading to being a full-fledged university is the continuous expansion through establishment of new offices and center.

The administration, through the feedbacking from the grassroots level, allocated budget for the state-of-the-art laboratories, additional equipment for the offices' operations fostering dynamic student learning environment and enabling hands-on exploration and discovery, providing sports equipment. Without neglecting the addition to the erected infrastructure projects.

Any opportunity not only for the students but also to the employees was given equal and utmost importance, thus, enhancing liberty holdings and scholarly resources through strategic curation and precise acquisition ensuring alignment with evolving educational needs.

Naming few of our distinguished accomplishment include producing topnotchers, 50 out of 51 (98%) programs have COPC. Registration of Intellectual Property filed by our employees and students, collaboration and partnerships to different institutions and agencies, and the hosting of provincial and regional events.

Nevertheless, as we envision and visualized CNSC towards UCN, the CHED OIQAG visited for validation. This manifested our determination to achieve our goal and dream.

As the head of the institution, I would like to thank the whole CNSC community contributing, in one way or another, in achieving these achievements. May this be a continuing motivation to all of us!

DR. MARLO M. DE LA CRUZ, PECE
SUC President III

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VISION

CNSC as a Premier Higher Education Institution in the Bicol Region.

MISSION

The Camarines Norte State College shall provide higher and advance studies in the field of education, arts and science, economics, health, engineering, management, finance, accounting, business and public administration, fisheries, agriculture, natural resources development and management and ladderized courses. It shall also respond to research, extension and production services adherent to progressive leadership towards sustainable development.

QUALITY AND ENVIRONMENTAL POLICY

We, at the Camarines Norte State College, aiming to become a Premier Higher Education Institution in the Bicol Region, are committed with utmost care of the environment in providing excellent services in instruction, research, production and extension that are responsive to the satisfaction of our students and other stakeholders.

To achieve these, we shall implement an internationally recognized integrated management system in our operations, processes and services shall:

- comply with applicable statutory and regulatory requirements, the mandates of the College and relevant needs and expectations of our students and other stakeholders, and the requisites of our quality and environmental management system;
- delight our students and other stakeholders by providing value-adding experiences to become well-rounded and more competitive future leaders in the midst of global issues;
- protect the environment and prevent pollution by optimizing the use of electricity, paper, water, and other resources and adopt the safe and responsible methods of reduction, reuse, recycling, and proper disposal of wastes;
- provide our employees support to grow and achieve their full potential in their respective fields, thereby sustaining a competent, motivated, engaging, and environmentally conscious workforce;
- develop and extend innovative technologies to our stakeholders contributing to the country's sustainable development; and
- establish objectives aimed at improving the efficiency of our operations, processes, and services for our college's growth and development.

We shall make this policy an essential part of our instruction, research, extension, and production services to ensure that it continuously provides us with strategic directions in improving our overall quality and environmental performance and our integrated management system.

CORE VALUES

- Quality and Performance
- Transparent and Efficient Service
- Partnership and Engagement



Republic of the Philippines

CAMARINES NORTE STATE COLLEGE

F. Pimentel Ave., Brgy. II, Daet, Camarines Norte – 4600, Philippines

OFFICE OF THE PRESIDENT

president@cns.edu.ph

July 25, 2024

HIS EXCELLENCY FERDINAND ROMUALDEZ MARCOS

President

Republic of the Philippines

Malacañang Palace

San Miguel, Manila

Your Excellency:

We are pleased to submit the Annual Report. This report contains the major accomplishment of the Camarines Norte State College for the year 2023 along its mandated functions – Instruction, Research, Extension, Production.

We look forward to your continued support in achieving the institution's vision and mission as its contribution in the pursuit of Philippine Higher Education Reform Agenda.

Thank you very much.

Very truly yours,


DR. MARLO M. DE LA CRUZ, PECE
SUC President III



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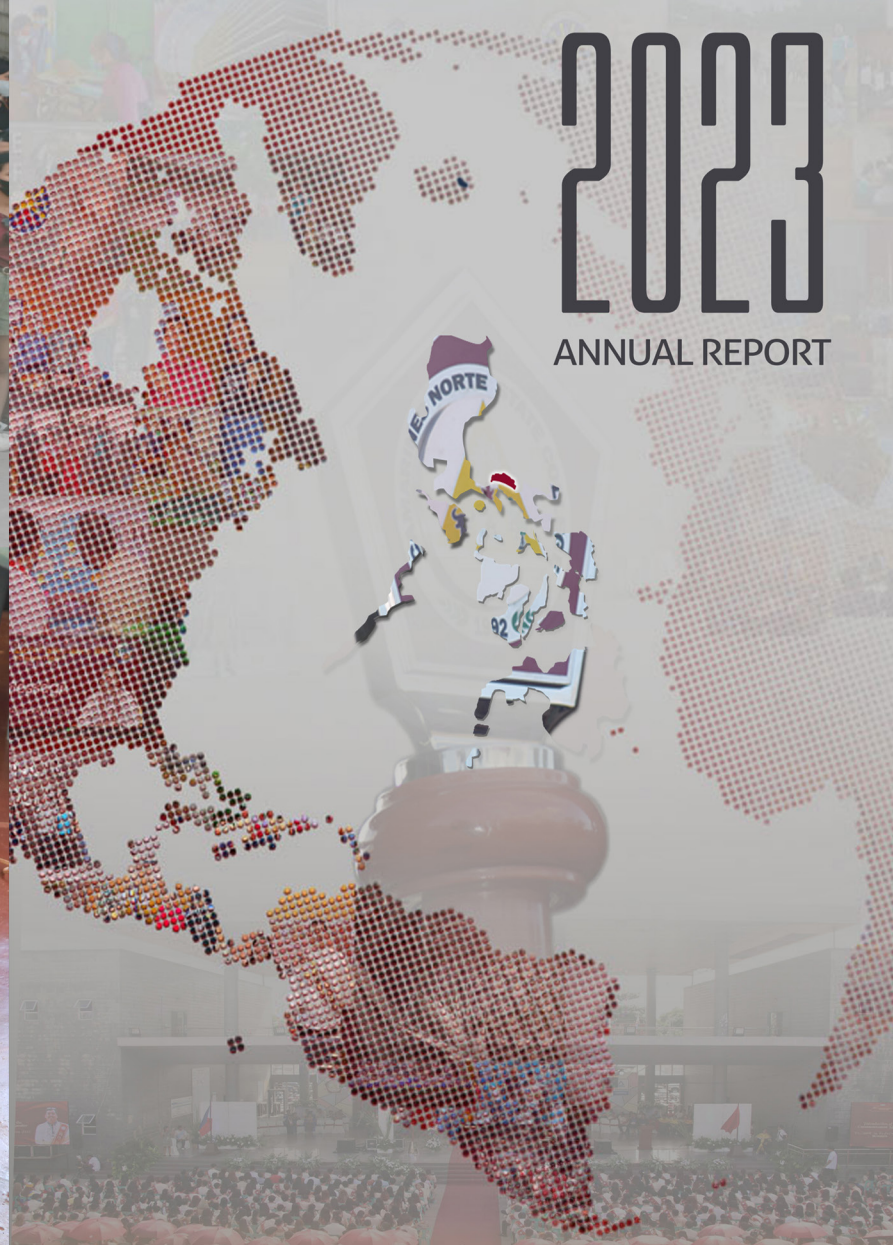
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2023

ANNUAL REPORT



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14,500

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K R A 1

As a public Higher Education Institution (HEI), Camarines Norte State College implements Republic Act 10931, otherwise known as the Universal Access to Quality Tertiary Education since it was turned into law in 2016. Free Higher Education is a privilege enjoyed by 99% of our total student population.

Students admitted to CNSC are chosen through a standardized admissions test and their graded weighted average from their Grade 11 courses. Affirmative Action Program of the College prioritizes persons with disabilities, indigenous people, solo parents, and those living in Geographical Isolated and Disadvantaged Areas (GIDA), provided that

ACCESS & EQUITY



they have passed the College Admissions Test and the standards of the course program they applied for. Hence, ensuring that the poor but deserving students are given ample opportunity and reasonable accommodation for a tertiary education.

“Free Higher Education is a privilege enjoyed by 99% of our total student population.”

College	A.Y. 2021 - 2022			A.Y. 2022- 2023			A.Y. 2023-2024
	1st Sem	2nd Sem	Midyear Term	1st Sem	2nd Sem	Midyear Term	1st Sem
College of Arts and Sciences (CAS)	1,598	1,544	214	1,793	1,715	259	1,753
College of Business and Public Administration (CBPA)	2,173	2,131	122	2,140	2,092	116	1,913
College of Engineering (CoEng)	1,127	1,087	355	1,157	1,067	448	1,211
Institute of Computer Studies (ICS)	444	398	2	529	515	27	680
College of Education (CoEd)	1,285	1,241	258	1,362	1,330	297	1,523
College of Agriculture and Natural Resources (CANR)	1,023	926	90	960	874	192	977
College of Trades and Technology (CoTT)	790	727		819	749		704
Institute of Fisheries and Marine Sciences (IFMS)	405	345	43	369	319	53	293
Entienza Campus	443	391	52	325	284	49	275
TOTAL	9,288	8,790	1,136	9,454	8,945	1,441	9,329

The above table shows the beneficiaries of Free Higher Education (FHE) in all the colleges and across all course programs of CNSC. It is notable that CNSC has maintained a high number of beneficiaries.

CNSC Students also enjoy additional privileges through scholarship and financial assistance programs that are either externally or internally-funded.

Table 2. Scholarship and Financial Assistance Programs

In the last three years, while certain scholarship programs have closed due to insufficient funding, CNSC has been able to open up new financial assistance programs and to increase our number of beneficiaries. To highlight, CNSC has an Institutional Merit Scholarship Program enacted in 2022 and improved its Student Assistantship Program Policy in the same year.

So while some scholarships might have closed, CNSC continues to find opportunities for our students to get the financial backing they need to continue with their studies. Internally-funded scholarships also prioritize the marginalized sectors such as PWDs and IPs but also uplift the arts and sports by providing financial assistance to student artists and athletes.

Name of Scholarship / Financial Assistance Administered / Implemented	No. of Scholars		
	2021-2022	2022-2023	2023-2024
Tertiary Education Subsidy (TES)	433	149	197
Tulong Dunong Program-Tertiary Education Subsidy (TDP-TES)	935	648	344
CHED Scholarship Program (CSP)	52	29	83
CHED Tulong-Agri Program (TAP)	24	24	0
Institutional Merit Scholarship Program (IMSP)	-	100	
Student Assistantship Program (SAP)	167	262	202
Department of Science and Technology-Sciences Education Institute (DOST-SEI)	147	110	122
Department of Science and Technology-Sciences Education Institute - Junior Level Sciences Scholarship (JLSS)	18	8	16
Educational Assistance for the Youth in Agriculture (Easy-Agri)	1	1	1
National Commission on Indigenous Peoples (NCIP)	8	9	9
Overseas Worker's Welfare Administration (OWWA)	-	43	43
Camarines Norte Provincial Government College Education Assistance Program (CNPGEAP)	1,165	2,016	2,051
Local Government Unit (LGU) Daet	523	511	910
Persons with Disability Affairs Office (PDAO)	-	34	34
Tulong Dunong Program - State Universities and Colleges (TDP-SUC)	-	-	132
Scholarship Program for Coconut Farmers and their Families (CoScho)	-	-	14
Iskolar ng LandBank	-	-	1
CHED Smart Scholarship	-	-	45
Bureau of Fisheries and Aquatic Resources (BFAR)	4	-	5
TOTAL	3,477	3,944	4,209

Student Engagement and Awards

Despite the harrowing effects of the CoViD-19 Pandemic, student engagement and activities has increased. In A.Y. 2023 - 2024 alone, 641 student-initiated activities were conducted by 76 diverse student organizations. Such activities include athletic, cultural, community extension services, and academic-related programs.

Table 3. Accredited Student Organizations

Student Organization	A.Y. 2021-2022			A.Y. 2022 - 2023			A.Y. 2023 - 2024		
	Number of Accredited Student Organization	Probationary	Full Accreditation	Number of Accredited Student Organization	Probationary	Full Accreditation	Number of Accredited Student Organization	Probationary	Full Accreditation
System-wide Organization	11	2	9	10	10	0	14	6	8
Local Organization	47	14	33	41	15	26	62	36	26

The Board of Trustees approved Annual Performance Evaluation of Student Organizations and Councils (APESOC) in 202, This has proven effective in inspiring action among student leaders and in streamlining performing student organizations. Such policy continues to improve the quality of student leadership in the College and to increase student engagement especially with the community.

Students have also participated in various arenas--both academic and non-academic ranging from institutional levels to national and international stages.

For A.Y. 2023-2024 CNSC students have garnered

Table 4. Student Awards

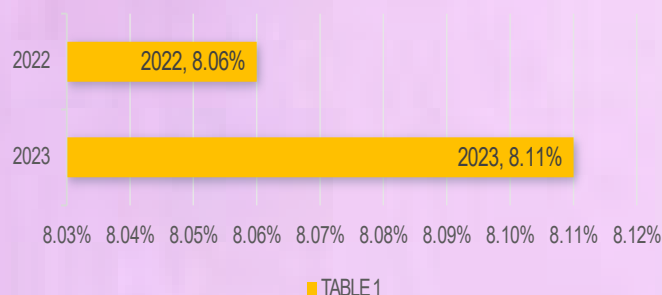
Institutional	214
Provincial	1
Regional	124
National	17
International	4
	360



Center for Equity, Inclusivity, and Diversity

ACCOMPLISHMENT	2023	2022	2021
Submission of Gender and Development Plan and Budget to the Philippine Commission on Women (PCW)	The 2023 Gender and Development Plan and Budget was successfully endorsed achieving 8.11% budget utilization with its plan of activities and attribution.	The 2023 Gender and Development Plan and Budget was successfully submitted achieving 8.06% budget utilization with its plan of activities and attribution.	
Submission of Gender and Development Accomplishment Report to the Philippine Commission on Women (PCW)	The 2023 Gender and Development Accomplishment Report was successfully submitted achieving 8.71% actual budget utilization with its plan of activities and attribution.	The 2023 Gender and Development Accomplishment Report was successfully submitted achieving 2.40% actual budget utilization with its plan of activities and attribution.	
National Women's Month Celebration Activities conducted by all delivery units and the CEID Office in line with the mandates of the Philippine Commission on Women (PCW). Activities include are Seminars and trainings regarding Women Empowerment, Magna Carta for Women, Safe Spaces Act - R.A 11313.	There are total of 590 Teaching and non-teaching employees and 718 students participated to the conduct of Women's Month Celebration Activities.	There are total of 498 Teaching and non-teaching employees and 314 students participated to the conduct of Women's Month Celebration Activities.	There are total of 1,257 registered online participants to the conducted Capacity Building activity entitled "Empowering Women" conducted in celebration for the Women's Month
18 Day Campaign to End Violence Against Women and Children. Activities conducted by all delivery units and the CEID Office in line with the mandates of the Philippine Commission on Women (PCW). Activities include are Seminars and trainings regarding Women Empowerment, Magna Carta for Women, Safe Spaces Act - R.A.R.A 11313.	There are total of 1,653 Teaching and non-teaching employees and 1,802 students participated within the entire conduct of Women's Month Celebration Activities.	There are total of 1,489 Teaching and non-teaching employees and 756 students participated to the conduct of Women's Month Celebration Activities.	A total of 598 teaching and non-teaching employees were trained during the 18-day campaign to end VAW-C 2021.
Activities related to Indigenous People	Conducted the activity Entitled: Amare It Servire: Year II: Love and Service for the Manide Tribe. 60 Manide - Indigenous People participated in the above mentioned event.	Conducted the activity entitled KADUEN 2022: Training on Awareness and Appreciation for Gender Diversity Among Manide Tribe. 50 Manide - Indigenous People participated in the abovementioned event.	
Activities Related to Persons with Disabilities	Two activities were conducted: 1. NDPR Week Celebration Disability Sensitivity Awareness Seminar: There were a total of 151 attendees, 2. Diamond Leadership: Empowering Minds, Transforming People Leadership Development Program. Gender Equality, Disability and Social Inclusion (GEDSI) Seminar: Focus on Women with Disability Day and Deaf Education	Was able to procure two units of wheel chair which can be used by students and employees of the CNSC.	
Conducted Capacity Development Activities relating to Gender and Development, IPs, and PWDs. This includes trainings and seminars on the use of HGDG, Gender Mainstreaming, Gender sensitivity, and Gender Fair Language.	The Institutional Seminar Workshop on the use of HGDG in Gender Mainstreaming was conducted and was participated by the members of the GFPS. Also, the Gender sensitive Research Packaging Proposal was conducted in the same year and was attended by the heads of the different offices. A total of 160 CNSC Employees was trained.	Within the conduct of the KADUEN, the participants from the CNSC Employees was trained with regards to gender sensitivity and appreciation of Indigenous People. A total of 150 CNSC Employees attended the event.	Capacity development training were done during the celebration of the National Women's month with the theme: Juana Labas sa Pandemya 2021".
Attended Seminars and Training within Provincial, Regional, and National level	The CEID Director, together with the GAD Coordinators were able to participate in the Provincial, Regional, and National level training and workshops. This includes training on Gender and Development hosted by CHED, PCW, and other Govt. Agency. This includes the training attended by Dr. Abad on the usage of the Gender Monitoring Management System Portal (GMMS)	Gender and Development webinars were attended by GAD coordinators during the 18-day campaign to end VAW and Women's Month celebration.	Ms. Joan P. Rojas was able to participate in the webinar activity relating to Gender and Development during Women's Month 2021 Celebration: Juana Laban sa Pandemya.

Gender and Development Plan and Budget



2Gender and Development Accomplishment Report

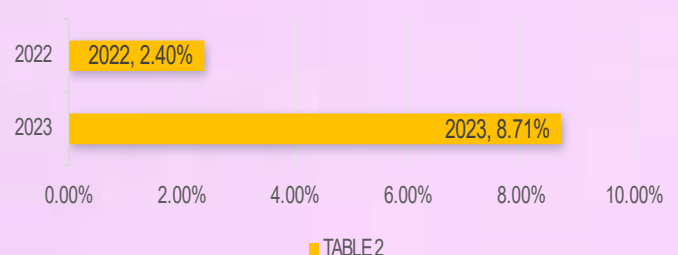


TABLE 1 shows the 0.5% slight increase in budget allocation for Gender and Development from 2022 to 2023. This indicates an improved commitment or allocation for gender and development projects.

TABLE 2 provides data for 2022 and 2023. There is an astonishing percentage increase by 6.31% from 2.40% in 2022 to 8.71% in 2023. This indicates a substantial growth of accomplishments in 2023 compared to 2022.

In summary, while the financial commitment towards gender and development saw a slight increase, the significant improvement in accomplishments from 2022 to 2023 highlights the success of the initiatives undertaken and sets a promising precedent for future efforts.



As students become alumni of Camarines Norte State College (CNSC) after graduation, their next significant milestone is conquering the licensure examinations for their respective degrees. This accomplishment reflects the hard work and dedication of both the students and the institution. For the Bachelor of Science in Fisheries (BSF) under the Institute of Fisheries and Marine Sciences (IFMS), the CNSC passing rate for the October 2023 Licensure Examination for Fisheries Professionals was 33.71%, compared to the national passing rate of 35.29%.

During the September 2023 Agricultural and Biosystems Engineering Board Examination, CNSC achieved a passing rate of 25.00%, while the national passing rate was 33.41%. In the November 2023 Agriculturist Board Examination, the CNSC passing rate was 29.82%, whereas the national passing rate stood at 34.18%.

For the Bachelor of Secondary Education (BSED) under the College of Education (CoEd), CNSC demonstrated exceptional performance. In the March 2023 licensure exam, CNSC's passing rate was 76.28%, significantly higher than the national passing rate of 46.94%. By September 2023, the passing rate soared to 97.44%, against the national rate of 47.01%. The Bachelor of Elementary Education (BEED) program also excelled, with a CNSC passing rate of 90.98% in

March 2023, far surpassing the national rate of 40.76%. In the September 2023 licensure exam, the BSED passing rate at CNSC was 82.81%, compared to the national passing rate of 56.26%.

In the College of Engineering, CNSC achieved notable success. In the Civil Engineering Licensure Exam, the passing rate was 50.35%, compared to the national rate of 33.26%. The Mechanical Engineering Licensure Exam saw CNSC achieving a remarkable 96.77% passing rate, significantly higher than the national rate of 62.17%. For the Registered Electrical Engineers Licensure Exam, CNSC had a passing rate of 57.14%, while the national rate was 30.87%.

In the College of Business and Public Administration, the Certified Public Accountant Licensure Examination showcased CNSC's capability, with a passing rate of 46.15%, exceeding the national rate of 31.37%. These results underscore CNSC's commitment to providing quality education.

These achievements not only highlight the dedication of CNSC's faculty and students but also reinforce the institution's commitment to academic excellence and professional success. As CNSC continues to produce highly competent professionals, it solidifies its reputation as a leading educational institution.



118% Accomplishment Rate
on Percentage of licensure
exam first-time takers that pass
the licensure exams.

TARGET
60%

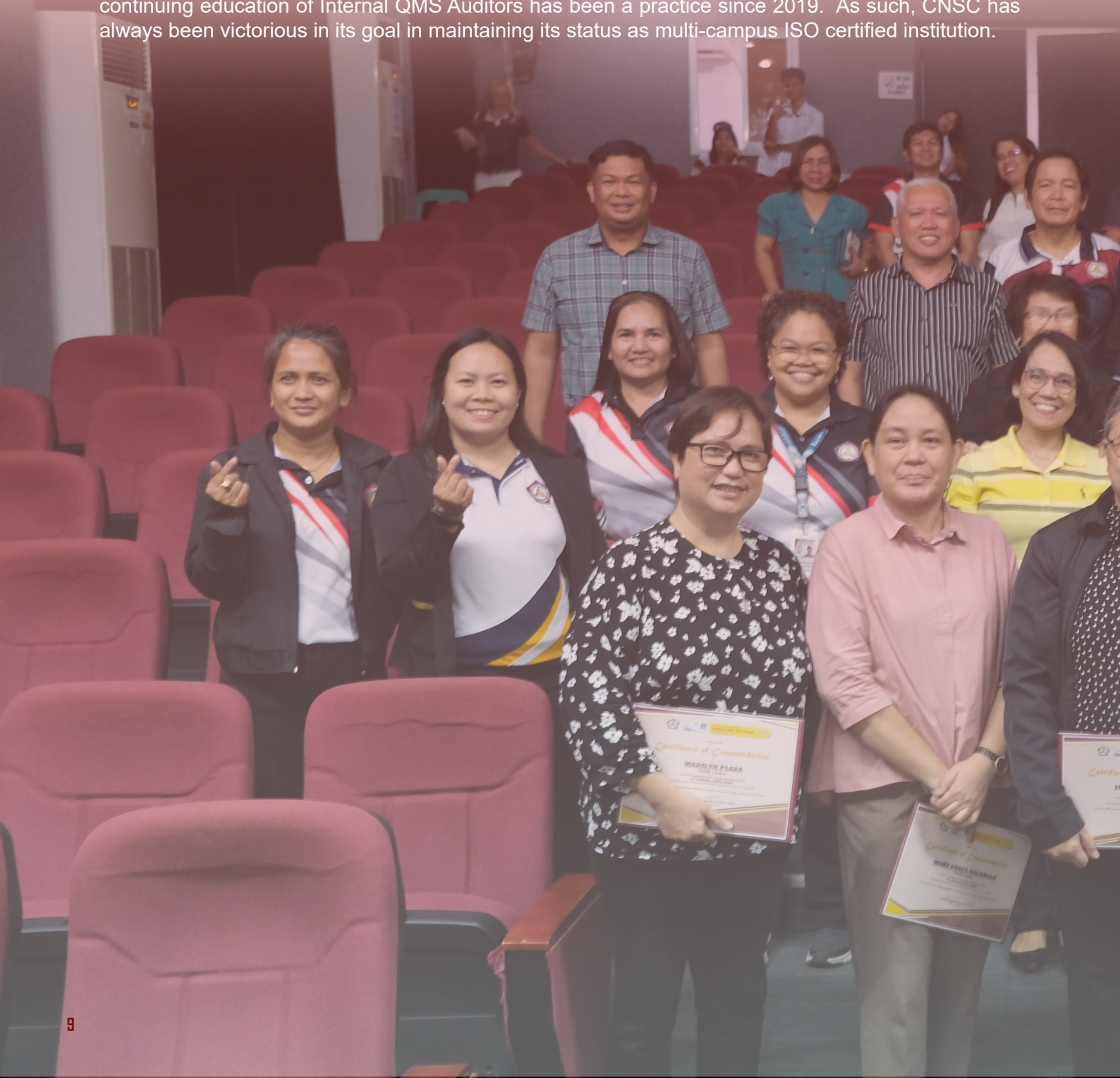
ACCOMPLISHMENT
71%

QUALITY AND RELEVANCE OF INSTRUCTION

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NSC graduate
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For the past three years, CNSC has consistently maintained and sustained its adherence and compliance to international standards and its own Quality Management System. The QMS performance, assessed in terms of Sustainability (focusing on results of Teacher Efficiency Rating, Customer Satisfaction Survey for College Services, Research, Extension and Production), Adequacy (focusing on compliance to Internal QMS Audit and TUVR findings as well as COA findings) and Effectiveness (focusing on achievement of institutional goals, budget utilization, results of licensure examination and absence/less valid customer complaints) shows that CNSC is demonstrating consistent growth and maturity in meeting the criteria expected of high-performing work systems and environments. As shown in the illustration, although there was a slight decrease in 2022, the overall trend of the scores is increasing, thus, showing continual improvement in the QMS implementation.

One of the key players in achieving success and ensuring improvement of the suitability, adequacy and effectiveness of the Quality Management System is the Internal QMS Auditors (IQAs). Since 2018, they have been diligently working on assessing and monitoring compliance to the ISO 9001:2015 Standards and assisting their own delivery units in the effective implementation of QMS processes. To ensure improvement in the internal auditing process and auditing skills of IQAs, continuing education of Internal QMS Auditors has been a practice since 2019. As such, CNSC has always been victorious in its goal in maintaining its status as multi-campus ISO certified institution.





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Certificate of Program Compliances (COPC)

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Region V - Iloilo City
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CITY OF ILOILO

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2019

CERTIFICATE OF PROGRAM COMPLIANCE (COPC)

No. **240**
Series of **2023**

In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "Higher Education Act of 1994" and by virtue of CHMO No. 14, Series of 2019 – "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC) to State Universities and Colleges (SUCs) and Local Universities and Colleges (LUCs)," this Certificate of Program Compliance (COPC) certifies that **CAMARINES NORTE COLLEGE, P. CRUZAL** Avenue, 2nd Academic Year, Davao, Complies with the prescribed minimum requirements of CHED to offer the **BACHELOR OF SCIENCE IN ACCOUNTANCY** Program.

CHED Memorandum Order No. 2017-07, Rescissory Order VI (2017-2020)

This Certificate of Program Compliance (COPC), however, is subject to revocation if herein institution fails to maintain the prescribed standards of the program. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.


Lagapzi City, Philippines - July 14, 2023

FOR THE COMMISSION

ATTEST:  **REGIONAL DIRECTOR**

Printed and signed (COPC) and
with CHED Memorandum Order

EM's Bordo Santo, Brgy. 2, Lagapzi City, Philippines, 4000
e-mail: cheidirect@che.edu.ph Tel./Fax No. (092) 411-0947

 COMMISSION ON HIGHER EDUCATION
REGIONAL OFFICE V

RECEIVED
OFFICE OF THE SECRETARY
JAN 24 2023
DTE

CERTIFICATE OF PROGRAM COMPLIANCE (COPC)
No. 2-2022

In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "Higher Education Act of 1994" and by virtue of CHO No. 14, Series of 2019 – "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPCs) to State Universities and Colleges (BUSAC) and Local Universities and Colleges (LUCs)" (the Certificate of JUDGE ANTONIO C. BENTRINZA CAMPUS, Sitio Lobo, Brgy. Taboran, Sta. Elena, **BACHELOR OF SCIENCE IN ENTREPRENEURSHIP** Program per CHO No. 15, s. 2017 effective September 17, 2017).

This Certificate of Program Compliance (COPC), however, is subject to revocation if herein institution fails to maintain the prescribes standard for the program. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.


Lepagay City, Philippines July 14, 2023

FOR THE COMMISSION

[Signature]
ATTY. SEPTORA D. LA CRUZ, CESO III
(Regional Director)

Use only after receiving CHED approval
or with Educational Supervisor's signature

EMF Borrio South, Brgy. 2, Lepagay City, Philippines, 4000

 COMMISSION ON HIGHER EDUCATION
REGIONAL OFFICE V

*COMMISSION ON HIGHER EDUCATION
REGIONAL OFFICE V
RECEIVED
Date: JUL 19 2023
Time: 1:00 PM*

CERTIFICATE OF PROGRAM COMPLIANCE (COPC)
Series of 2023

In accordance with the pertinent provisions of Republic Act (RA) No. 7722 otherwise known as the "Higher Education Act of 1994," and by virtue of CMO No. 14, Series of 2018 – "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC) to State Universities and Colleges (SUCs) and Local Universities and Colleges (LUCs)," this Certificate of Program Compliance (COPC) certifies that **CAMARINES NORTE STATE COLLEGE: JOSE PANGANIBAN CAMPUS**, South Pabunan, Jose Pangasinan, Camarines Norte, complies with the prescribed minimum requirements of CHED to offer the **BACHELOR OF TECHNICAL EDUCATION – TEACHER EDUCATION (BTE/TE) major in GARMENTS, FASHION AND ACCESSORIES** pursuant to CHED No. 7, s. 2017 effective Academic Year 2017-2020-2021.

This Certificate of Program Compliance (COPC), however, is subject to revocation if herein institution fails to maintain the prescribed standards for the institution. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.



Legazpi City, Philippines, July 14, 2023



FOR THE COMMISSION


ATTY. SEPTON L. DE LA CRUZ, CESO III
Septon L. De la Cruz

This seal cannot be used until the COPC is signed and stamped by the CHED Regional Office.

EM's Barrio South, Brgy. 2, Legazpi City, Philippines, 4500
www.ched.gov.ph | Tel. No. 053-411-4114

	COMMISSION ON HIGHER EDUCATION	REGIONAL OFFICE V RELAYED JUL 12 8 2023 RJC
	CERTIFICATE OF PROGRAM COMPLIANCE (COPC) No. <u>29</u> Series of <u>2023</u>	
<p>In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "Higher Education Act of 1994" and by virtue of CHED MO Series of 2019 "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC)" to State Universities and Colleges (SUCs) and Local Universities and Colleges (LUCs), the Certificate of Program Compliance (COPC) certifies that CAMARINES NORTE STATE COLLEGE - JOSEF B. LACORAN CAMPUS, Ilocos Norte Province, Camarines Norte complies with the prescribed minimum requirements of CHED to offer the BACHELORS OF TECHNICAL EDUCATIONAL MANAGEMENT SYSTEMS major in ELECTRICAL TECHNOLOGY program per CHED MO No. 78 s. 2019 effective Academic Year (AY) 2023-2024.</p> <p>This Certificate of Program Compliance (COPC), however, is subject to revocation if herein institution fails to maintain the prescribed standards for the program. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.</p>		
Legazpi City, Philippines, <u>July 12, 2023</u>		
FOR THE COMMISSION:  ATTY. STEPHEN DE LA CRUZ, CESO III <i>Regional Director</i>		
(not used without CHED approval) or www.ched.gov.ph/certificates		

	COMMISSION ON HIGHER EDUCATION	EDUCATIONAL SERVICES DIVISION REGISTRATION SECTION
	REGIONAL OFFICE V	RELEASED JUL 16 2013 Date: _____ By: _____
CERTIFICATE OF PROGRAM COMPLIANCE (COPC)		
No. 24		
Series of 2023		
<p>In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "Higher Education Act of 1984," and by virtue of COMO No. 14, Series of 2019 – "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC)" by State Universities and Colleges (SUCs) and Local Universities and Colleges (LUCs); and Certificate of Program Compliance (COPC) certifies that CAMARINES NORTE STATE COLLEGE- JOSE PANGANIBAN CAMPUS, South Pabunan, Jose Panganiban, Camarines Norte, complies with the prescribed minimum requirements of CHED to offer the BACHELOR OF TECHNICAL MANAGEMENT, TEACHER EDUCATION (BIVT), MBA, DOSH AND SERVICE. ATTESTED: _____ July 14, 2023.</p> <p>This Certificate of Program Compliance (COPC), however, is submitted to revocation if having sufficient facts to maintain the prescribed standards for the program. Furthermore, the COPC does not extend to any branch or satellite campus of the institution.</p> <p>Lepagat City, Philippines,</p>		
FOR THE COMMISSION:		
ATTY. SEPTIMO B. DE LA CRUZ, CESO III Regional Director		
		
(Do not write over CHED seal or on Glassine Paperweight)		

 COMMISSION ON HIGHER EDUCATION
REPUBLIC OF THE PHILIPPINES
REGULATIONS SECTION

RELEASED
JAN 23 2023


Stamp: RECEIVED JAN 23 2023
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Stamp: DIVISION OFFICE - DAVAO CITY
Stamp: DIVISION OFFICE - ILOILO
Stamp: DIVISION OFFICE - MANILA
Stamp: DIVISION OFFICE - MARIKINA
Stamp: DIVISION OFFICE - QUEZON CITY
Stamp: DIVISION OFFICE - TAGAYtay CITY
Stamp: DIVISION OFFICE - ZAMBOANGA

CERTIFICATE OF PROGRAM COMPLIANCE (COPC)
No. 3D
Series of 2022

In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "Higher Education Act of 1994" and by virtue of CMO No. 14, Series of 2019 – Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC) to State Universities and Colleges (SUCs), Private Higher Education Institutions (PHEIs), Local Universities and Colleges (LUCs), and Centers of Pangasinan Campus, South Pabunan Josep Pangasinan, Camarines Norte, together with the prescribed minimum requirements of CHED to offer the **BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY (BSIT)** major in **ELECTRICAL TECHNOLOGY**, program effective Academic Year (AY) 2023-2024.


This Certificate of Program Compliance (COPC), however, is subject to revocation if herein institution fails to maintain the prescribed standards for the program. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.


Lagzapi City, Philippines _____, July 14, 2023

FOR THE COMMISSION

ATTY. SEPTIMO B. LA CRUZ, CESO III

(Not valid without CHED seal
or with E-Chance21 Seal)

Atty. Boris Sorio, Jr., Lagzapi City, Philippines, 4000
email: ched@ched.gov.ph Tel./Fax nos. (02) 473-0924

 COMMISSION ON HIGHER EDUCATION
REGIONAL OFFICE V
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COMMISSION ON HIGHER EDUCATION
REGIONAL OFFICE V

DepEd Division Office - Marikina City
DepEd Marikina City

RECEIVED
JUL 28 2023
OFFICE OF THE CHIEF OF BUREAU

CERTIFICATE OF PROGRAM COMPLIANCE (COPC)
No. 32 of 2023

In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "Higher Education Act of 1994" and by virtue of CMO No. 14, series of 2019 – "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC) to State Universities and Colleges, State and Local Universities and Colleges (LUCs), and Certificate of Program Compliance (COPC) certifies that **CAMARINES NORTE STATE COLLEGE- JOSE PANGANIBAN CAMPUS**, South Pampanga, Jose Pangasinan, Camarines Norte, complies with the prescribed minimum requirements of CHED for the **BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY (BSIT) major in COMPUTER TECHNOLOGY PROGRAM** of the **Academic Year (AY) 2022-2024**.

This Certificate of Program Compliance (COPC), however, is subject to revocation if herein institution fails to maintain the prescribed standards for the institution. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.


Legazpi City, Philippines, July 14, 2023

FOR THE COMMISSION:

ATTY. SEPTON A. DELA CRUZ, CESO III
Regional Director

This seal without CHED seal and without Commission/Division Office Seal is not valid.

ENR's Barrio South, Brg. 2, Legazpi City, Philippines, 4500
enr@enr.com.ph | Tel./Fax: 091-8023 31-5062

 COMMISSION ON HIGHER EDUCATION
REGIONAL OFFICE V

RECEIVED
REGIONAL OFFICE V
JAN 23 2023


CERTIFICATE OF PROGRAM COMPLIANCE (COPC)
No. **35**
of 2023

In accordance with the pertinent provisions and Regulations of the Office (RA) No. 7722 otherwise known as the "Higher Education Act of 1994" and by virtue of CMO No. 14, Series of 2019 – "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC) to State Universities and Colleges (SUCs) and Local Universities and Colleges (LUCs)," this Certificate of Program Compliance (COPC) certifies that **CAMARINER NORTH STATE COLLEGE- JOSE PANGASAMIAN CAMPUS, South Poblacion, Jose Pangasinan, Camarines Norte**, complies with the prescribed minimum requirements of CHED to offer the **BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY (BSIT, major in AUTOMOTIVE TECHNOLOGY** program effective Academic Year (AY) 2023-2024.

This Certificate of Program Compliance (COPC), however, is subject to revocation if human institutions fails to maintain the prescribed standards for the program. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.

Lepgazi City, Philippines _____ July 14, 2023

FOR THE COMMISSION

ATTY. SEPTIMO A. CRUZ, CESO III

Regional Director

(This page should be CHED used only
or with Enclosures)

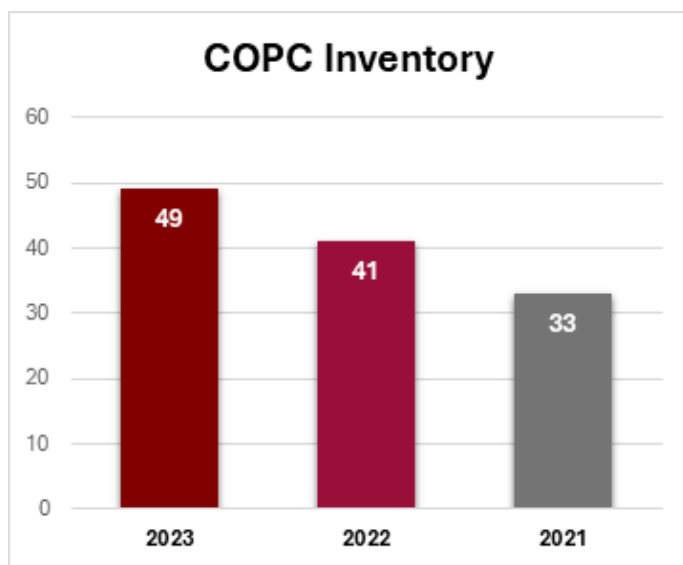
Ed's Berrio South, Brgy. 2, Lepgazi City, Philippines, 4500
email: chedinfo@ched.gov.ph Tel./Fax nos. (052) 437-0562

49

CERTIFICATE OF PROGRAM COMPLIANCE

Fully compliant with the minimum requirements indicated in the policies, standards, and guidelines for the offering of degree programs, the Commission on Higher Education (CHED) issued a total of forty-nine (49) Certificates of Program Compliance (COPC) for the thirty-seven (37) programs of the Camarines Norte State College. This indicates that the existing programs of the College are quality-assured and have complied with the statutory and regulatory requirements. The Bachelor of Science in Hospitality Management (BSHM) is the lone program without COPC yet due to the change of nomenclature as per CHED CMO No. 62 series of 2017 and the ongoing compliance with the facilities requirements.

Accomplishment	2023	2022	2021
Number of Certificate of Program Compliance (COPC)	49	41	33
Number of Accredited Programs	28	28	22



In Frame:

Dr. Marlo M. De La Cruz, PECE, College President together with Dr. Dolores C. Volante, Vice President for Academic Affairs, Assoc Prof. Beverly V. Musa, Director of Quality Assurance Office, and the Campus and College Deans received the Certificates of Program Compliance (COPC) from the Commission on Higher Education (CHED) Regional Office V, Legazpi City which is headed by Atty. Septon A. Dela Cruz, CESO, CHEDRO-V Regional Director.

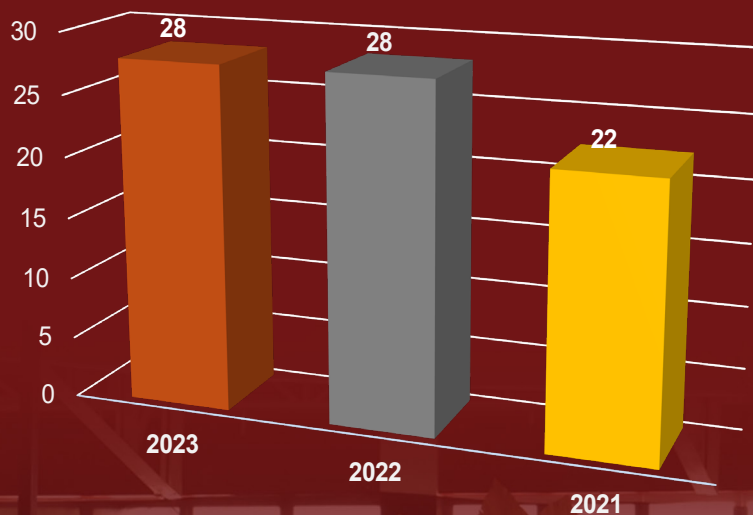


AACCUP holds Accreditation Survey Visit for 28 CNSC Programs

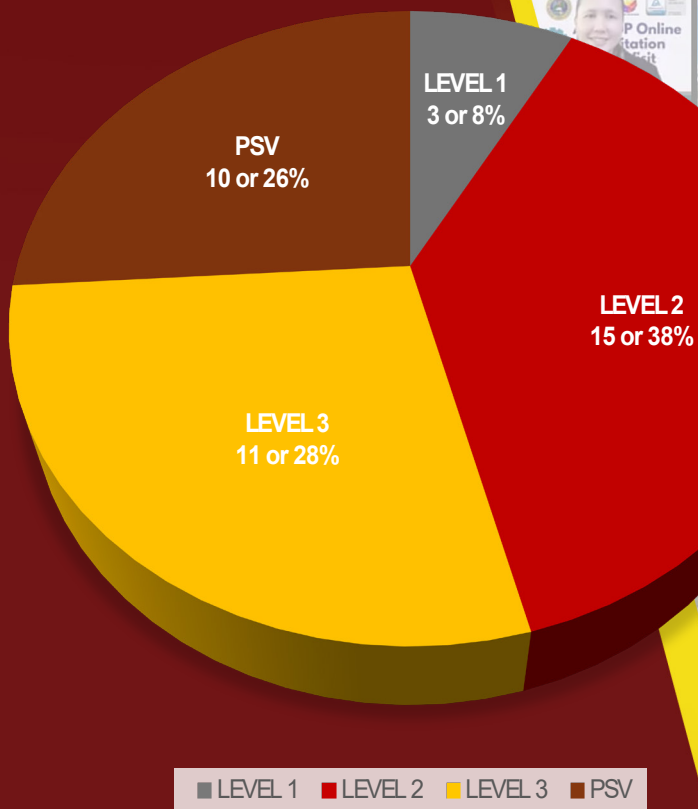
PROGRAM ACCREDITATION

Twenty-eight (28) out of the thirty-eight (38) programs have been accredited by the Accrediting Agency for Chartered Colleges and Universities in the Philippines (AACCUP), Inc. As of 2023, the College has eleven (11) programs with Level 3 accreditation status, fifteen (15) programs with Level 2 status, and three (3) programs with Level 1 status. To ensure that all degree programs are accredited, the remaining ten (10) programs will be submitted to AACCUP for a Preliminary Survey Visit (PSV).

Program Accreditation

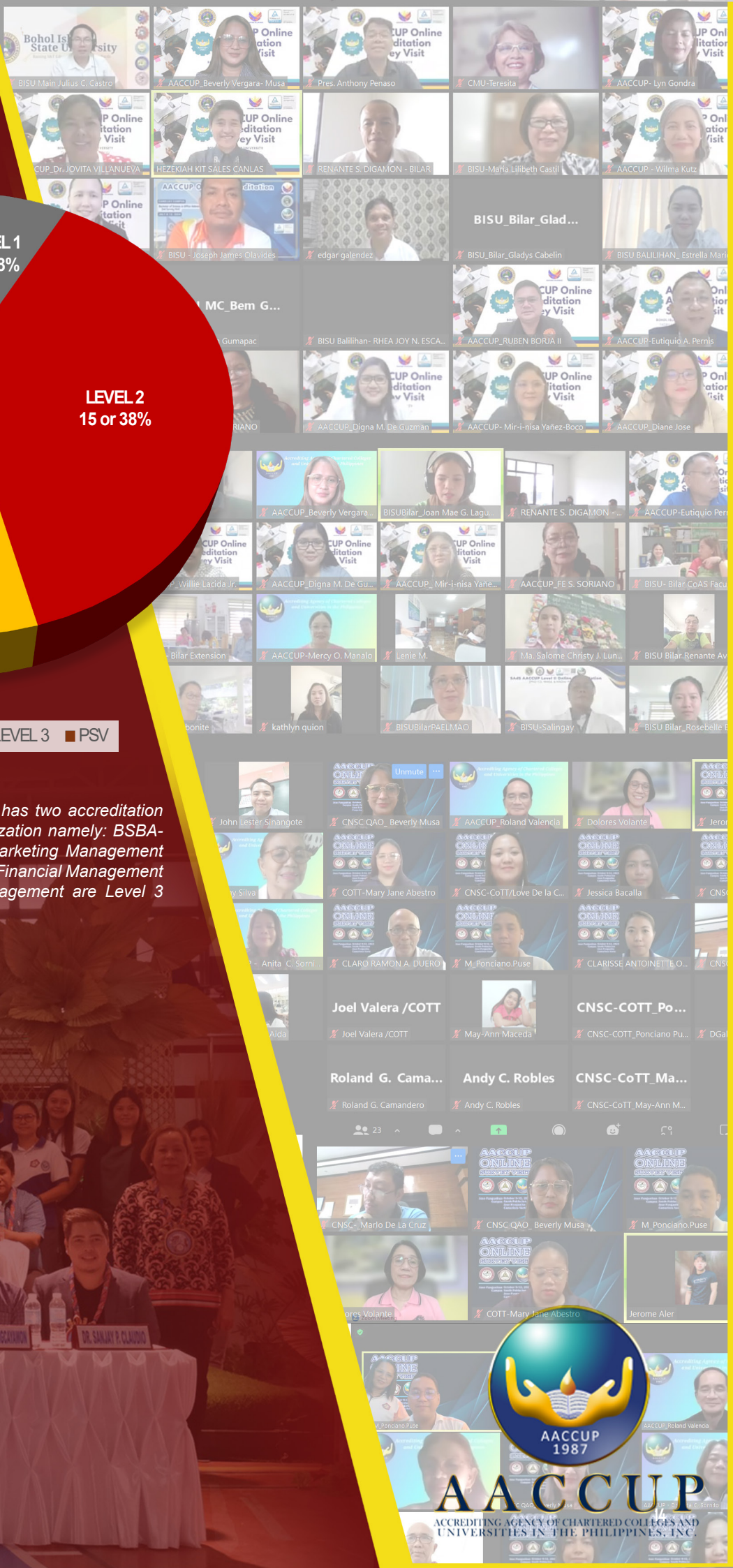


Sales



Note:

BS Business Administration Major has two accreditation level status for its fields of specialization namely: BSBA-Business Economics and BSBA-Marketing Management are Level 2 Accredited while BSBA-Financial Management and BSBA-Human Resource Management are Level 3 Accredited



AACUP
ACCREDITING AGENCY OF CHARTERED COLLEGES AND
UNIVERSITIES IN THE PHILIPPINES, INC.

ACCOMPLISHMENT	2023	2022	2021
Student Achievements	International – 2 National – 13 Regional – 6 Local – 20	International – 1 National – 3 Regional – 4 Local – 12	International – 1 National – 2 Regional – 5 Local – 1
Instructional Materials Developed	CAS – 4 COTT – 5	No available data located in annual report 2022	No available data located in annual report 2021
Topnotchers	1 national topnotcher produced from the College of Education	3 national topnotchers produced from the College of Engineering	1 national topnotcher from the College of Agriculture and Natural Resources.

Table 1 shows that from 2021 to 2023, there was a notable increase in student achievement. In 2021, the achievement stood at 9, which rose to 20 in 2022, and significantly increased to 41 in 2023. This represents a sharp increase both in raw numbers and percentage-wise, with achievements growing from 2022 to 2023 alone. This trend indicates substantial improvement over the years, likely influenced by various factors such as educational initiatives, student engagement strategies, or changes in curriculum and teaching methods.

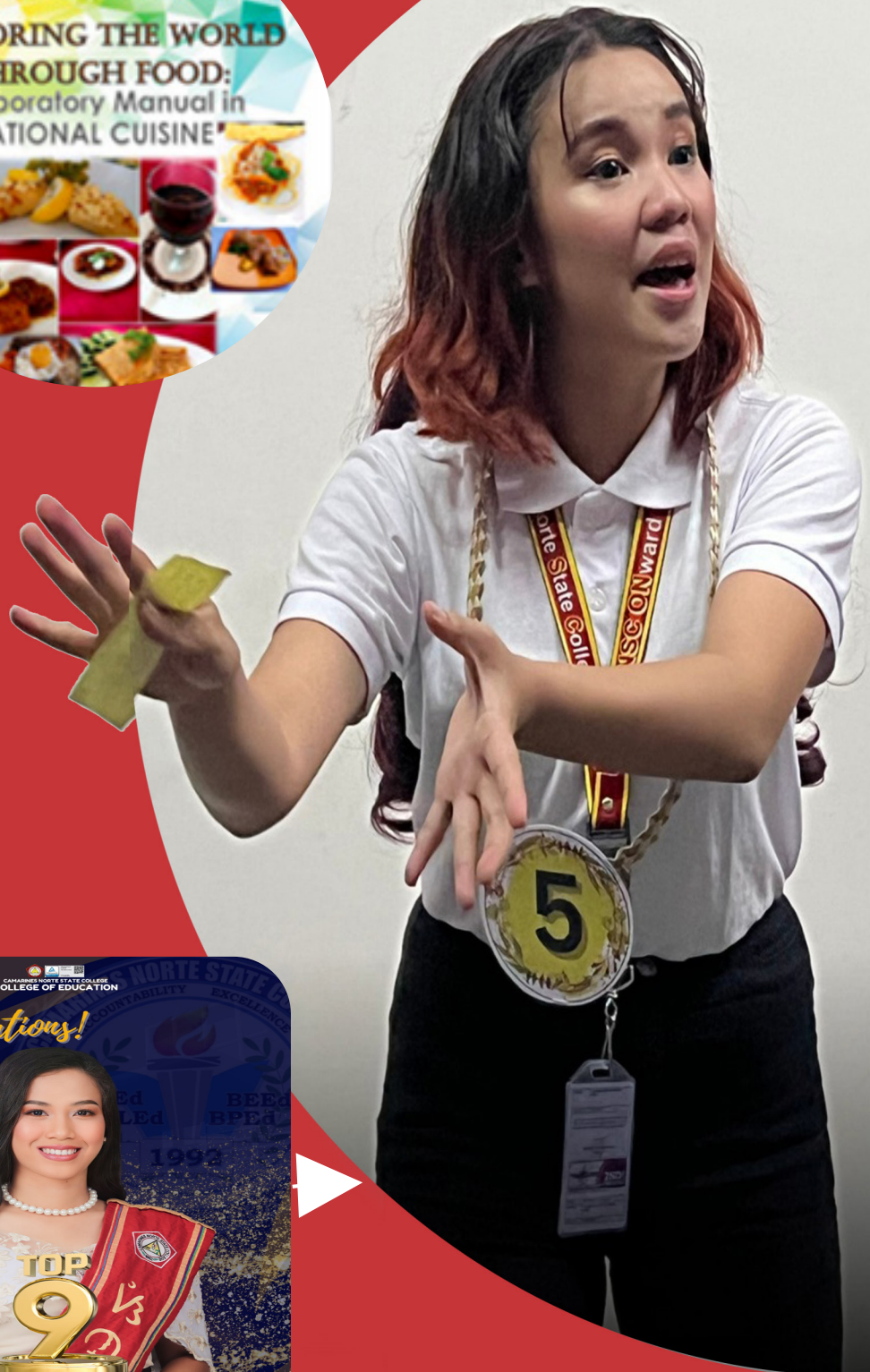


PASIKLABAN '23
THE CNSC INTERCOLLEGIATE MEET SPECIAL COVERAGE

From 2021 to 2023, there has been a clear trend of increasing development in instructional materials. While specific data for 2021 and 2022 is unavailable, in 2023, 9 instructional materials were developed, indicating a significant effort and likely an increase compared to previous years. This suggests a proactive approach to enhancing educational resources over the three-year period.



Table 4 illustrates the number of topnotchers produced by CNSC from 2021 to 2023, showcasing a diverse performance record. In 2021, CNSC produced one (1) topnotcher, followed by three (3) topnotchers in 2022, and one (1) again in 2023. This may indicate the institution's consistent success in nurturing top-performing individuals year after year, demonstrating its capability to excel in academic and professional achievements.



A person wearing a red shirt, glasses, and a light blue face mask is shown from the side, working with pineapples. They are holding a clipboard and a pen. Several pineapples are visible on a table, some with green leaves. The background is slightly blurred, showing more pineapples and a wooden surface.

K R A 3

EXCELLENCE IN
RESEARCH AND
CREATIVE WORKS

Number of Faculty Engaged in Conducting Research		
2021	2022	2023
122	115	72

Number of Research Presentation			
LEVEL	2021	2022	2023
Regional	31	11	12
National	17	12	10
International	10	15	6

Number of Research Publication			
Category	2021	2022	2023
Peer- Reviewed Journals	11	19	4
Asean Citation Indexed			1
SCOPUS	5	5	3

Externally Funded Research			
Category	2021	2022	2023
DOST- PCAARRD	<p>Php 23, 618,000.00 January 2021- December 2023</p> <ul style="list-style-type: none"> - Detection of Mealybug-Wilt Associated Virus in Queen Pineapple Using Real- time PRC Assay - Resource Management Practices in Queen Pineapple Production Under Various Cropping Systems and Ecological Conditions: Basis for Sustainable Development Interventions -Development of Farm Pest Detection, Classification, and Management System for Queen Pineapple -Production Strategies and Gender Division of Labor Among Small Queen Pineapple Farmers in Camarines Norte: Basis for Extension Program Development -Transfer of Viable Queen Pineapple Technology 		



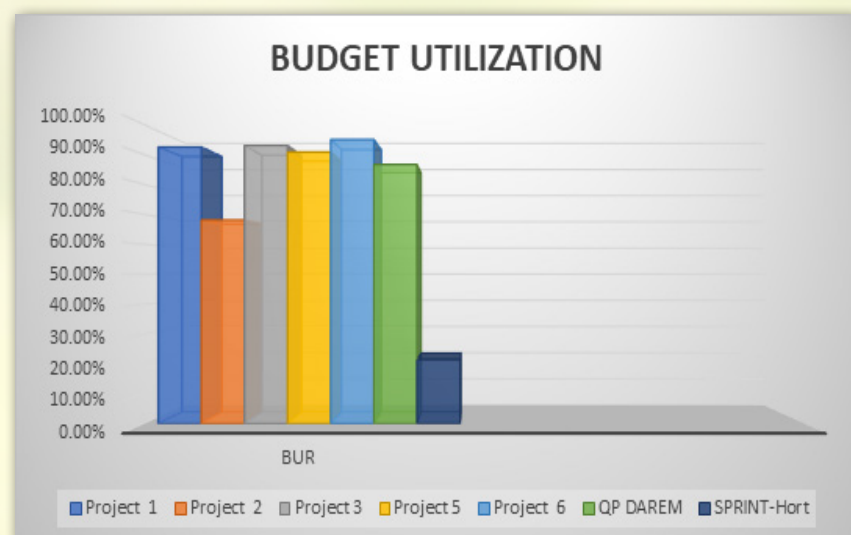
Externally Funded Research			
Category	2021	2022	2023
DOST- PCIEERD			Php 3,579,933.00 Strategic Post Harvest Research for Innovative and Novel Technologies for Horticulture Industry Development
NCIP			Php 100,000.00 -Exploring the Socio-Economic Landscape of MANIDE: Narratives of their Strives and Strifes -Kinship Terms and Pattern of the Manide in the Province of Camarines Norte, Philippines -Building Cooperative and Unity: The Leadership and Governance Approach of Manide
DA Region 5			Php 1,000,000.00 Development of QP Data Analytics and Recommender System for Effective Monitoring and Management (QP- DAREM)
Department of Agriculture- Philippine Rural Development Project (PRDP)		Php 1,000,000.00 Production and Technology Assessment of Seaweeds (ProTechASeaweeds) Project	Production and Technology Assessment of Seaweeds (ProTechASeaweeds) Project



QUEEN PINEAPPLE RESEARCH AND DEVELOPMENT INSTITUTE

Project Title	Duration	Approved Budget			Funding Source
		2021	2022	2023	
P1: Development of Farm Pest Detection, Classification and Management System for Queen Pineapple	January 2021- December 2023 *Approved for 6 months extension June 2024 without additional budget	2,461,972.08	1,204,177.28	1,471,721.96	DOST-PCAARRD
P2: Transfer of Viable Queen Viable Pineapple Technology	January 2021- December 2023 *Approved for 6 months extension June 2024 without additional budget	1,116,047.4	952,548.31	1,248,026.24	DOST-PCAARRD
P3: Detection of Mealybug Wilt Associated Virus of Queen Pineapple (ananas comosus) using Real Time PCR Assays	January 2021- December 2022 *Project ended on June 2023	4,966,982.4	1,962,715.63	N/A	DOST-PCAARRD

Project Title	Duration	Approved Budget			Funding Source
		2021	2022	2023	
P5: Gender Division of Labor among small Queen Pineapple Farmers: Basis for Extension Program Development in Camarines Norte, Philippines	January 2021-December 2022 *Project ended on December 2022	984,252.4	1,065,282.54	N/A	DOST-PCAARRD
P6: Resource Management Practices in Queen Pineapple Production under various Cropping Systems and Ecological Conditions: Basis for Sustainable Development Interventions	January 2021-December 2023 *Approved for 6 months extension June 2024 without additional budget	1,667,107.44	1,358,320.02	1,574,957.65	DOST-PCAARRD
QP Data Analytics and Recommender System for Effective Monitoring and Management (QP DAREM)	November 2022-November 2023 *Project ended on November 2023	N/A	1,000,000.00	N/A	DOST-PCIEERD
(SPRINT-Hort) Postharvest Research for Innovative and Novel Technologies for Horticulture Industry Development - P1-Postharvest Systems Improvement of Selected Horticultural Value Chains	March 2023- March 2026	N/A	N/A	1,408,314.00	DOST-PCAARRD



**BUR of Projects 1, 2, 6 and SPRINT-Hort as of June 2024 *Project 3 as of June 2023 *Project 5 as of December 2022 *QP DAREM as of November 2023.*

Project Title	Duration	Approved Budget	Funding Source
Utilization of the Queen Pineapple Leaf and Leaf Fiber Wasters for High Value Products	2024-2026	5,000,000.00	DOST-PCAARRD



ACCOMPLISHMENT	2023	2022	2021
Active Partnerships with other organizations, partner agencies, and other stakeholders	46	18	14
Persons Trained weighted by the length of training	13,166	13,362	18,237
Extension Programs organized and supported consistent with the SUC's mandated and priority programs	10	23	5
Adopters engaged in profitable enterprise/or productivity gains upon adoption of the technology transferred	23	59	50
Viable Demonstration Projects	4	7	2

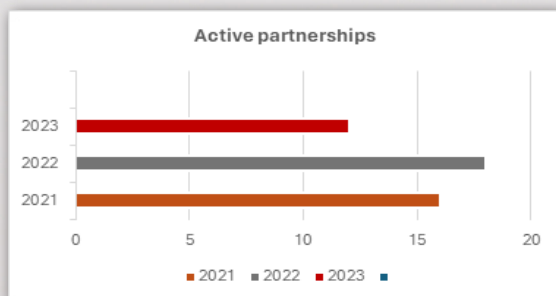


Figure 1 shows the trend of number of linkages from 2021 to 2023. From the three-year period, the institution partnered with 22 linkages with local sectors, 11 linkages within the region, and 10 linkages in national area. The Extension Services Division has engaged with three (3) organizations/associations, six (6) educational institutions, nine (9) barangay and local government unit, and 26 public and private agencies.

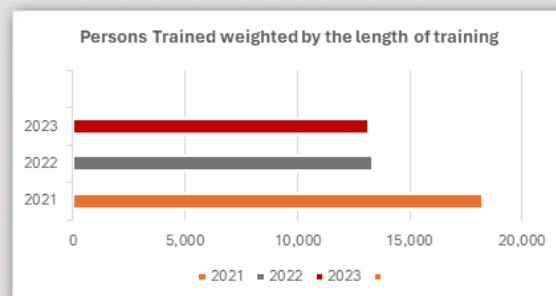


Figure 2 shows the trend from 2021 to 2023. The extension services trainings are being conducted by the Delivery Units under the extension priority thrusts L.I.N.G.A.P and K.K.K. Figure 2 also illustrates the highlight in the number of trained individuals peaked in 2021 as a progress result of Project TELL (T.E.L.L.) - Technology, Entrepreneurship, and Livelihood as Link to a Sustainable Community in reaching wider audience.

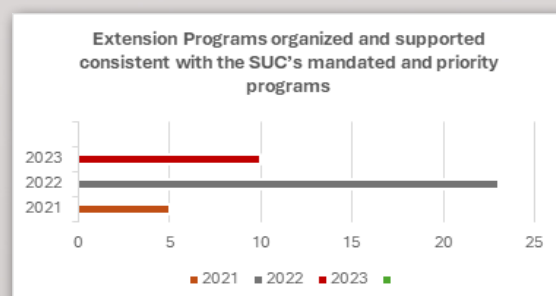


Figure 3 shows the trend from 2021 to 2023 of extension programs under the institutional extension agenda, DISKARTE 2.0. (Delivering Inclusive Service through Knowledge sharing, and Application of Research-based Technology to Empower communities). In three years, the Extension Services Division achieved **38 extension programs** initiated by faculty extensionists from the delivery units and aimed to produce more techno-preneurs for research-based technology and feasible projects.

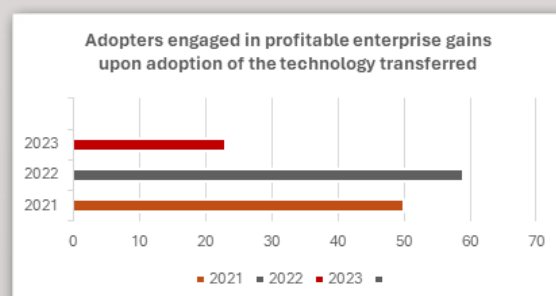


Figure 4 shows the trend from 2021 to 2023 of adopters engaged in profitable enterprise gains upon adoption of the technology transferred. Through the three-year period, the Extension Services Division accomplished **132 adopters** from the extension programs established. The result of adopters is derived from the monitoring and evaluation conducted as part of the division's QMS.

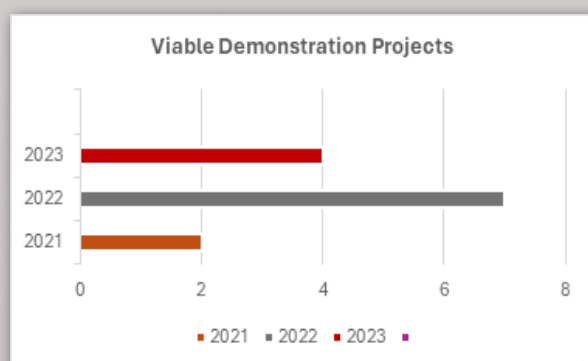


Figure 5 shows the trend from 2021 to 2023 where 13 viable demonstration projects are achieved by the Extension Services Division. These projects are achieved in all support of the partners in Barangay and Local Government Units, as well as partners in public and private agencies in enhancing and raising the standards of living of the project beneficiaries' households and aiming for income-generating opportunities and employment.

One sample of viable demonstration projects is the COTT-SERVE program led by the COTT, wherein the partner barangay in Jose Panganiban gave all out support for economic productivity and skill-based livelihood assistance.

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EXTENSION SERVICES



Women Beneficiaries
Basud Twiners and Loomers Association of
(College of B

14,500
Man-Days Tr



Youth Beneficiaries
Foodscaping: Grow your Food, Glow your Health (A community
Urban Garden) (College of Agriculture and Natural Resources)



Capacity Enrichment Activities for Faculty
Basic Orientation on Intellectual Property

**CNSC Extension
Programs/ Trainings/Activities**

Beneficiaries



s / Household Moms
of Project HOPE in partnership with DOLE
(Engineering)



Women Beneficiaries / Household Moms
San Isidro Agrarian Reform Beneficiaries Cooperative (SIARBECO)
of Project SINULID in partnership with DOLE and DAR (College of Trades and Technology)

0
rained



Persons with Disability (PWDs)
PWDs of the Project SUCCEED in partnership with CN-PDAO and PIN (College of Business and Public Administration); PWDs of the Organic Farming Project under the Program SUCCEED in partnership with CN-PDAO and PIN (College of Agriculture and Natural Resources)



Capacity Enrichment for Office Support Staff
Sharpening ICT and Business Communication
Skills: A Call for Capacity-Enrichment of All
Gender Office Support Staff



Indigenous Peoples (IPs)
Seaweed Farming in partnership with BFAR (Institute of Fisheries and Marines Sciences); Project LIFT
(Literacy Intervention for the Tribe) (College of Education)



Radio Broadcasting and other Digital Platform
Appreciation Workshop with the theme "Delivering
Continued Research-based extension community
services amidst COVID-19 Pandemic through varied
communication platforms



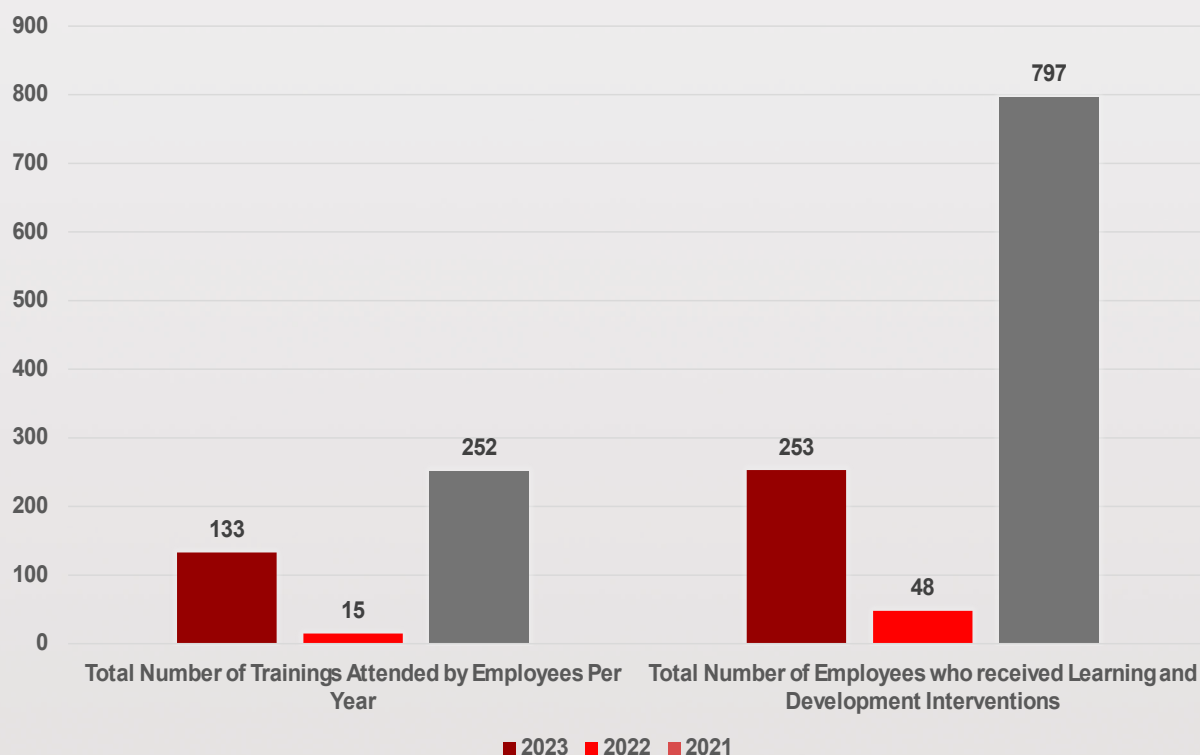
Capacity Enrichment Activities for Faculty
Translating Research into Innovation Fostering Adoption of Development Strategies for Community Change
and Empowerment in All Genders

7TH CNSC
ANNUAL
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PRAS

GOVERNANCE AND
MANAGEMENT OF
RESOURCES

Learning and Development Activities and Training

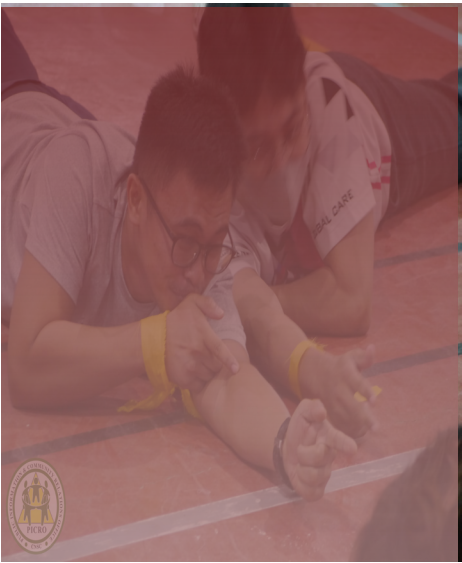


Learning and Development is one of the pillars of Human Resource Management that focuses on the enhancement of the professional growth of the employees based on their reflected target competencies that is aligned to their developmental activity that should be ideally achieved by the end of the academic year.

The main role of the Learning and Development Unit of the Human Resource Management is to identify training needs, design and spearhead institutional education training programs and assess their effectiveness to ensure that the competencies that needs to be enhanced by the employee in order for him/her to reach his/her full potential is achieved.

In the wholistic perspective, Learning and Development is the arm of the organization that makes sure that employees' performance is at an optimum level and is aligned with the strategic direction that the institution is gearing towards. Thus, it needs to assess individual performance through the Key Performance Indicators aligned with the over-all target of the organization. Additionally, Learning and Development fosters career growth through alignment with succession and organizational planning, while also ensuring that employees remain informed about current trends within their respective fields and professions.

Here at the CNSC, Learning and Development (L&D) specifically refers to a broad range of instructional strategies intended to promote ongoing development and career advancement. These approaches include trainings, seminars, workshops, webinars and e-learning platforms and benchmarking and mentoring programs that let participants share knowledge and compare best practices. By using these various strategies, L&D programs foster a culture of continuous learning and guarantee that employees have access to the newest information and abilities allowing them to be competent and effective in handling the institution's diversified clientele to continually receive high-quality service that meets or exceeds their expectations.



II. COMPARATIVE ASSESSMENT OF LEARNING & DEVELOPMENT ACTIVITIES AND METHODOLOGIES FROM 2021-2023

Year	Number of Trainings per Year
2021	252
2022	15
2023	133
TOTAL	400

Table 1. Total Number of Trainings Attended by Employees Per Year

The data in Table 1 illustrates that in 2021 there is a total number of 252 training sessions that employees have participated in. This data shows a strong and robust desire for employees to invest on their professional development. The platform that is mostly utilized is online and the topics were mostly focused on technical learning and area of expertise.

However, in 2022, there was a sharp decline in the number of training sessions that could be attributed to various factors such as external constraints specifically the global pandemic. Despite this, the institution made sure that it maintained the essential training programs to ensure professional development. Conversely, year 2023 was a testament that the employees has learned to adapt and began to re-establish the expanded modes in participating in the trainings and seminars as reflected in the increase in number of their attendance. This further signifies that this institution supports the learning and development goals of its employees.

The institution's ability to adapt and respond to changing conditions while strategically focusing on providing its employees with the essential skills and knowledge is demonstrated by the variety of trainings provided for and attended by its employees each year. This guarantees that high-quality service is being delivered to its broad range of clientele.

Year	Number of Participants Attended
2021	797
2022	48
2023	253
TOTAL	1,098

Table 2. Total Number of Employees Who Received Learning and Development Interventions

The data reflected in Table 2 displays that although there was a struggle in providing for learning and development interventions due to external factors specifically the global pandemic, this incident highlighted the steadfast commitment of the institution that despite the hindrances, it shall explore other means to still invest in employee development. Thus, in 2023, the increase in number indicated a recovery and renewed focus; this demonstrates the institution's efforts to re-engage its employees towards professional development after a challenging year.

The significant overall attendance rate is indicative of the consistent investment in employee training that contributes in the provision of high-quality services to the students, stakeholders and important members of the society. This further provides a comprehensive overview of the employees' dedication to further their knowledge in their respective fields and the institution's unwavering support in its employees' professional development despite the challenges.

In conclusion, Learning and Development (L&D) programs from 2021 to 2023 underscores the institution's firm commitment to its employees' growth and professional development. Despite facing challenges that led to a notable decline in participation, this institution successfully engaged a total of 1,098 participants from 2021-2023. This commitment to Learning and Development not only enhances the skills and knowledge of employees but also guarantees the delivery of high-quality service to the institution's diverse clientele, fostering a culture of continuous improvement and excellence.



4,816 PLANTED TREES

These initiatives have contributed significantly to CNSC 's sustainability goals by promoting environmental awareness and implementing practical solutions for resource management. The tree-planting event has not only added to the green cover but also involved the community in environmental conservation efforts. The scheduling system for classroom and facility utilization has optimized resource use, minimized waste, and improved operational efficiency. The training provided for student and employee on Disaster preparedness and Strategic Sustainability and resilience plan. Finally, the zero-waste policy in cafeterias has drastically cut down on waste and encouraged sustainable habits.





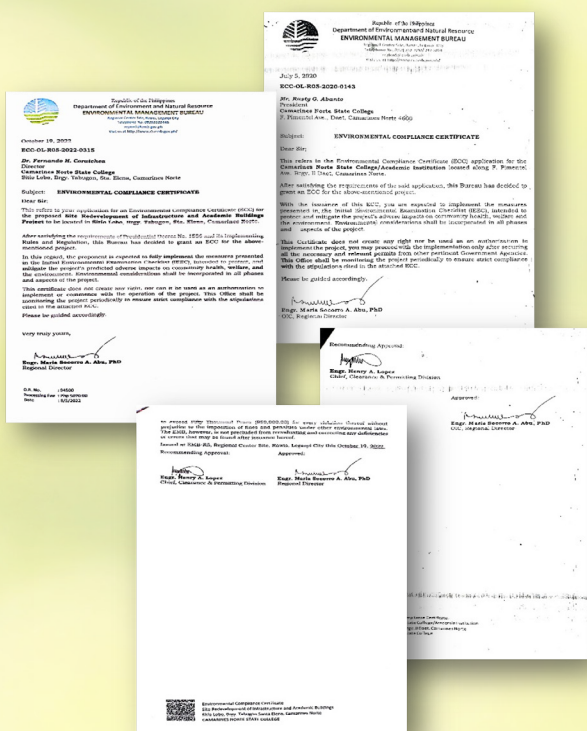
2 Created Scheduling System

for utilization of classroom and facilities

Training/workshop for Environmental Sustainability and Resilience Initiatives



BUILDING SUSTAINABILITY & RESILIENCE CAMPUSES
Medium Term
PLANNING WORKSHOP



2 Campus Complied ECC



Republic of the Philippines

**CIVIL SERVICE
COMMISSION**

CIVIL SERVICE ELIGIBILITY REVIEW FOR CNSC EMPLOYEES

The CIVIL SERVICE ELIGIBILITY REVIEW FOR CNSC EMPLOYEES is one of the special programs of the Office of the President which initially started as an act to support the College's continuing policy to professionalize the rank-and-file employees and to help CNSC employees in developing the participants' self-confidence and ability to answer questions during the actual tests and subsequently, pass the examination. This exclusive review for CNSC employees in preparation for the March 26, 2023 CSC Professional and Sub-professional Examinations was held last February 25-March 19, 2023 (Saturday and Sundays only) at CNSC Main Campus.

This is not only intended for the exam-takers but also to those who are planning to take the exams and need ample preparations. Six (6) of our CNSC employees victoriously passed the mentioned examinations.

ACCOMPLISHMENT	2023
Civil Service Eligibility Review for CNSC Employees	Six (6) of our CNSC employees victoriously passed Civil Service Eligibility Examination.
Civil Service Eligibility Review for CNSC Employees and Students in all Gender	This activity helped more than 30 participants to pass the examination.



CNSC JOB FAIR: Bridging You to Your Future

Camarines Norte State College (CNSC) in partnership with the Local Government Unit of Daet (LGU-Daet), Department of Labor and Employment (DOLE), and Public Employment Service Office (PESO) held an activity titled, "CNSC Job Fair: Bridging You to Your Future" on October 18, 2023 at CNSC Main Campus Covered Court, Daet, Camarines Norte.

More than 20 companies and agencies participated, and almost 300 job seekers/applicants were accommodated during the Job Fair Proper.

This activity acknowledges the role of the academic institutions to help their graduates to have the opportunity to have access and be affiliated with the sought-after companies and institutions where their field of specializations fit with their jobs.

According to the Post Job Fair Report forwarded by the PESO LGU - Daet, there were 452 applicants who were interviewed against the 570 number of vacant positions. Among them, 203 qualified, 97 were assessed on near hire category and 69 were hired on the spot.

This event was initiated by the CNSC Office of the President and Office of Student Services Division, and was supported by the CNSC Federated Alumni Association Inc. (CNSC FAAl).



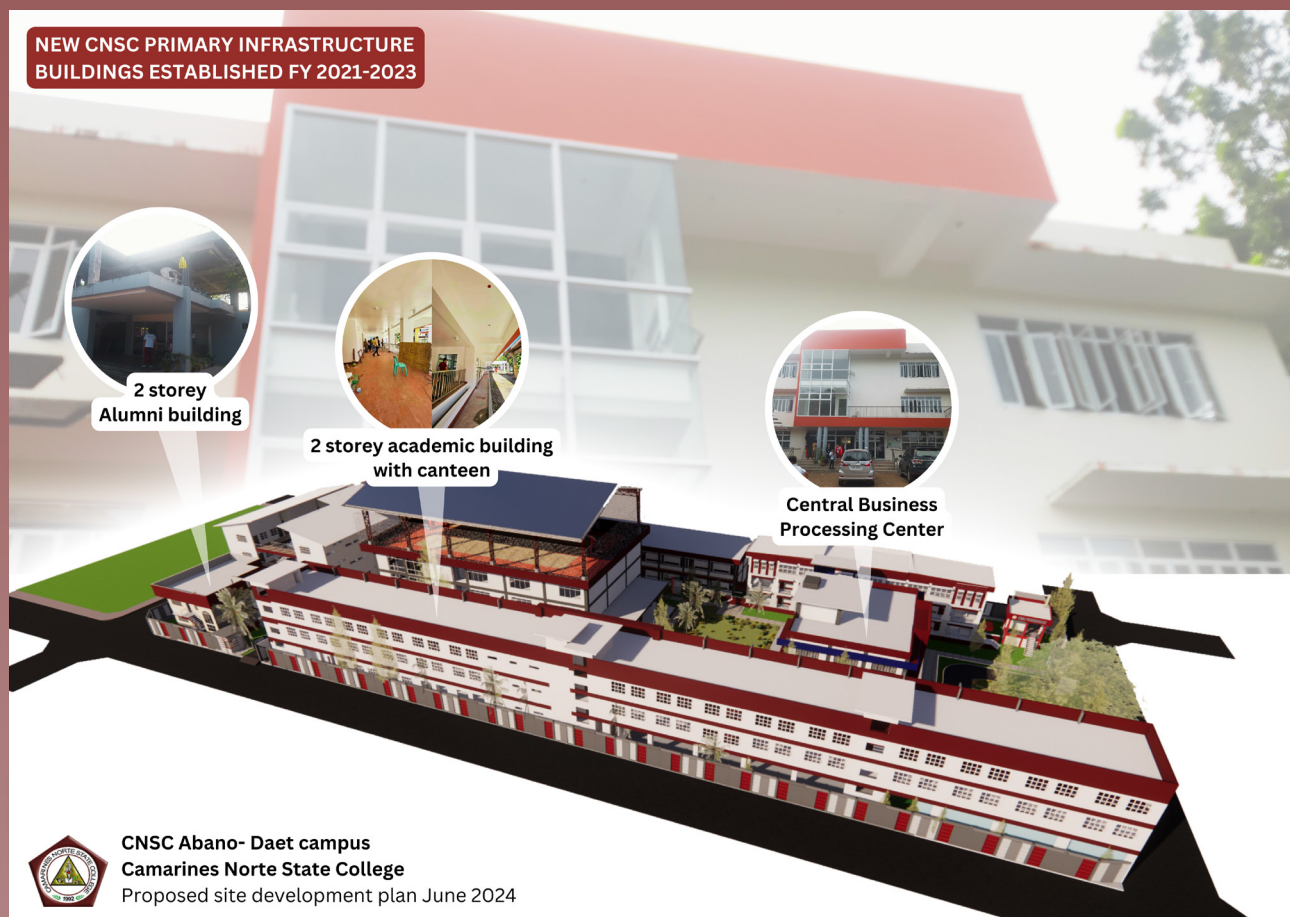
Infrastructure Project



**NEW CNSC PRIMARY INFRASTRUCTURE
BUILDINGS ESTABLISHED FY 2021-2023**

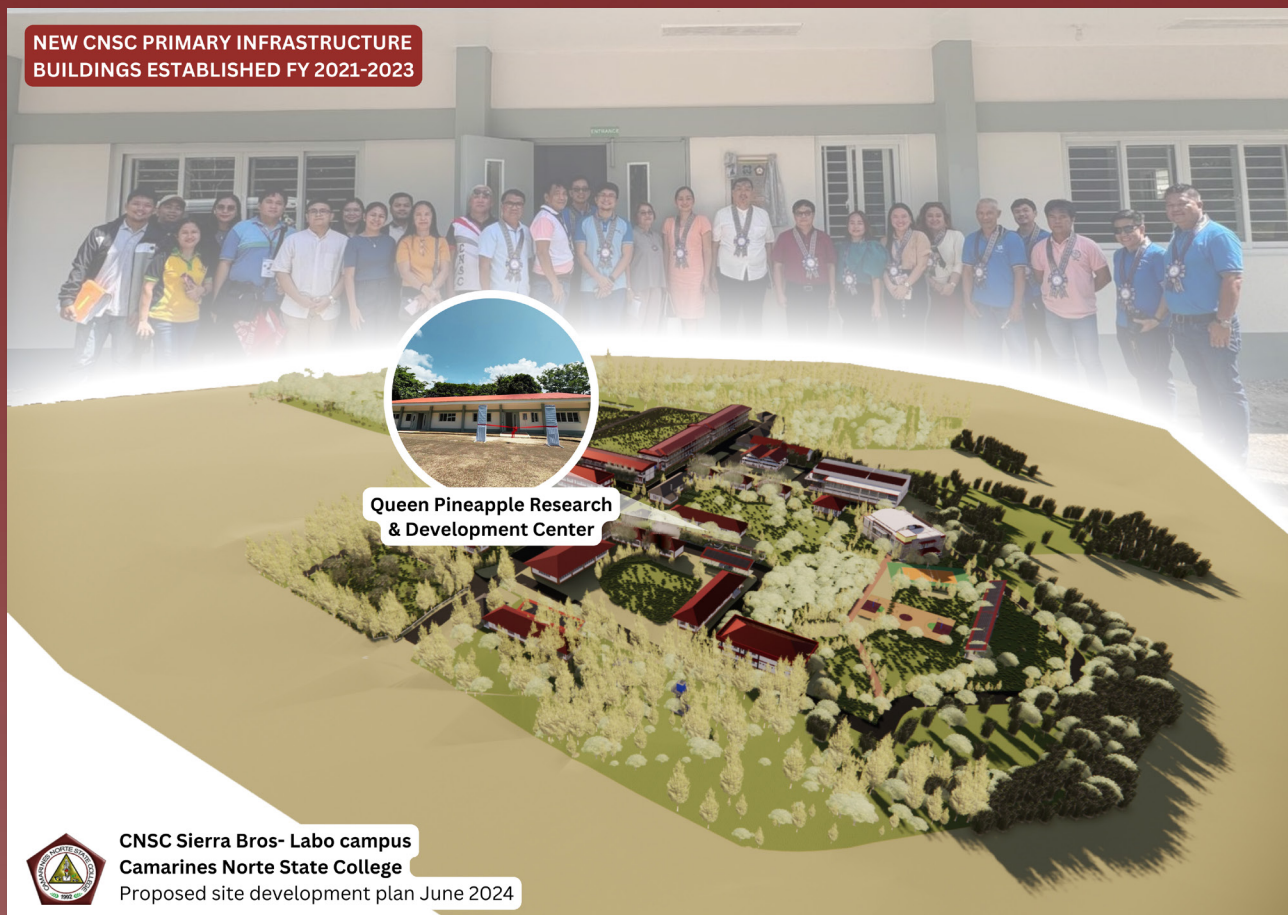


**NEW CNSC PRIMARY INFRASTRUCTURE
BUILDINGS ESTABLISHED FY 2021-2023**

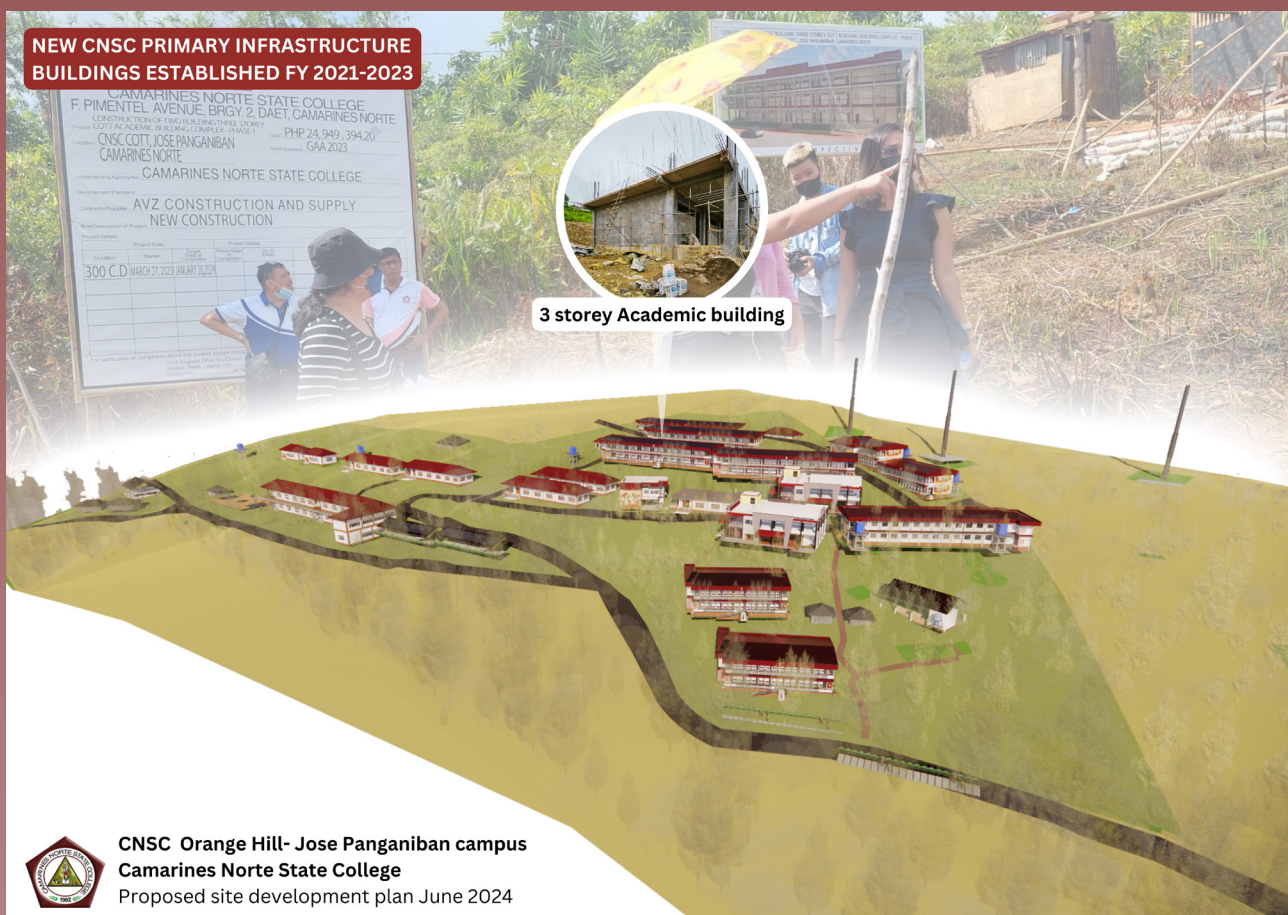




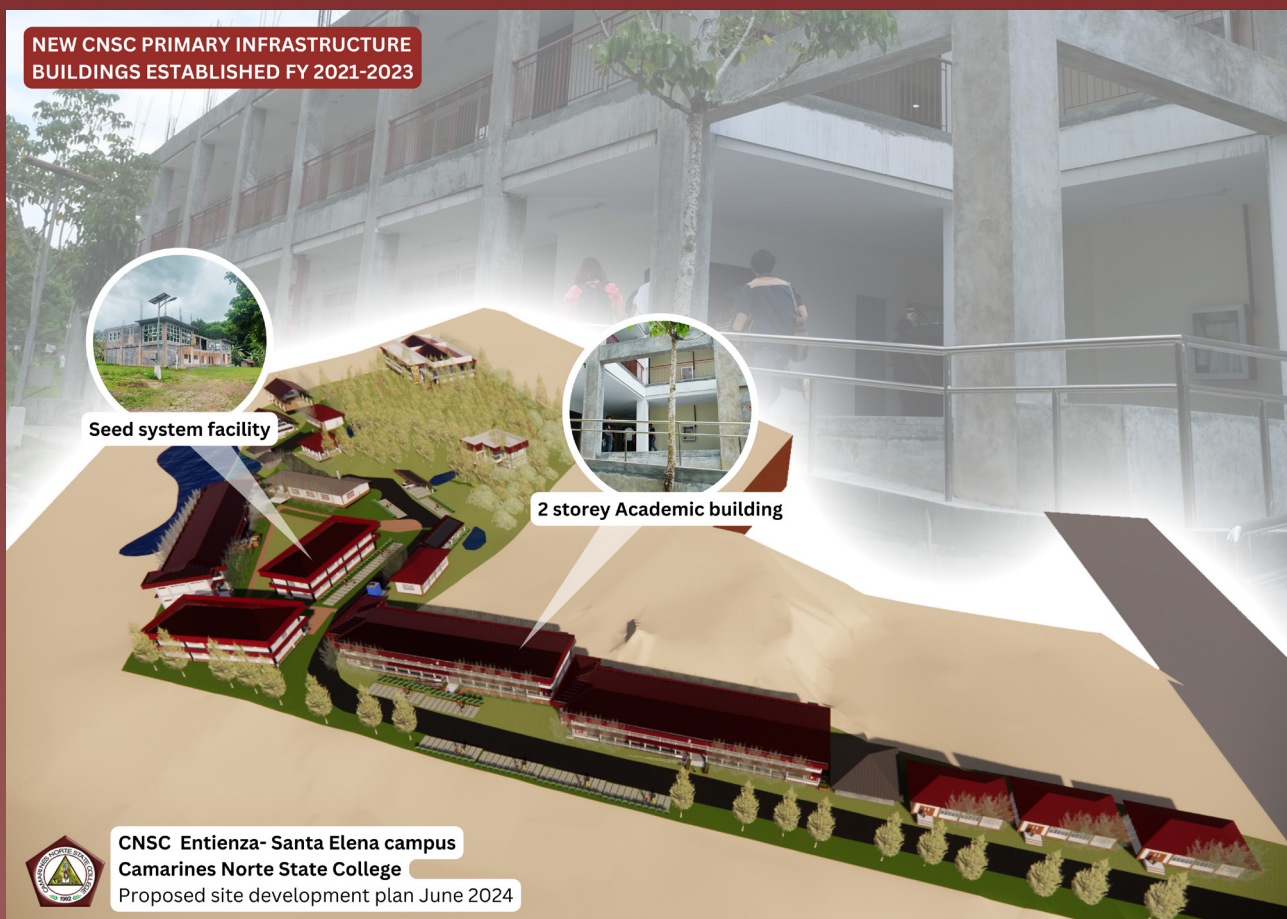
**NEW CNSC PRIMARY INFRASTRUCTURE
BUILDINGS ESTABLISHED FY 2021-2023**



**NEW CNSC PRIMARY INFRASTRUCTURE
BUILDINGS ESTABLISHED FY 2021-2023**



**NEW CNSC PRIMARY INFRASTRUCTURE
BUILDINGS ESTABLISHED FY 2021-2023**



APPENDIX A

Financial Report



FINANCE

ACCOMPLISHMENT	2021	2022	2023
Budget Generation and Utilization <ul style="list-style-type: none"> • Regular Agency Fund (GAA Appropriation Act) • Continuing Appropriation 	<p>Current Appropriation:</p> <p>Budget Generation: For the year ended 2023, CNSC secured a total Budget allocation of 473.05 million from the National Government through the General Appropriation Act.</p> <p>This current appropriation is composed of 294.9 million PS, 153 million MOOE and 25 million Capital Outlay fund.</p> <p>Budget Utilization: Through strategic allocation and prudent financial management, the agency has achieved an impressive 98.49% or 421.1 million Obligation BUR and 96.40% or 405.9 million Disbursement BUR. Leaving a 1.51% unobligated appropriation and 3.6% unpaid obligation only as of the end of the year.</p> <p>Continuing Appropriation For Continuing appropriation, the College has a total of 12.9 million fund. This fund is composed of 12 million MOOE and 854.7 thousand Capital Outlay.</p> <p>Out of this continuing fund, CNSC was able to obligate 85.99% or 2.03 million and managed to disbursed 59.76% or 1.21 million of its total obligated transactions.</p>	<p>Current Appropriation:</p> <p>Budget Generation: For the fiscal year ended 2022, the National Government appropriated a total of 464.09 million budget through the General Appropriation Act.</p> <p>This current appropriation is composed of 288.6 million PS, 156.5 million MOOE and 18.9 million Capital Outlay fund.</p> <p>Budget Utilization: With the combined effort of management and employees in carrying out their mandated functions, programs and activities, CNSC was able to achieve an impressive 99.18% or 411.6 million Obligation BUR and 95.01% or 391.14 million Disbursement BUR. Only 0.85% of the appropriated fund was unobligated and 18.37% of the obligated transaction was unpaid as of the end of the year due to partial deliveries of Supplier, unaccomplished portion of some infrastructure projects and incomplete supporting documents of some vouchers for payment.</p> <p>Continuing Appropriation For the year ended 2022, the continuing fund of the College was 79.2 million. This fund was composed of 1 million MOOE and 78.2 million Capital Outlay.</p> <p>In sum, 98.96% or 78.43 million of this continuing fund was obligated but only 11.40% or 8.94 million was disbursed as of the end of the year.</p>	<p>Budget Generation: For the fiscal year ended 2021, CNSC secured a total budget allocation of 424.37 million from the National Government through the General Appropriation Act.</p> <p>This current appropriation is composed of 266.7 million PS, 45.2 million MOOE and 112.3 million Capital Outlay fund.</p> <p>Budget Utilization: Despite the COVID pandemic, CNSC was able to obligate 80.13% or 315.56 million of its total allotment released. Then, out of the obligated allotment, the institution was able to disbursed 90.20% or 284.64 million in total.</p> <p>This low disbursement and obligation of funds was attributable to the delayed financial transactions due to the existing pandemic restrictions as well as the transition brought about by the change of CNSC's administration last February 15, 2021.</p> <p>Continuing Appropriation On year 2021, the continuing fund of the College is amounting to 5.52 million in total. This fund is composed of 122 thousand PS and 5.4 million Capital Outlay fund.</p> <p>When it comes to utilization of this fund, the institution managed to obligate 98.66% or 5.32 million in total. However, these obligated transactions were not disbursed as of the end of the year.</p>
Budget Generation and Utilization (Off- Budgetary Fund) <ul style="list-style-type: none"> • Internally Generated Income • Revolving Fund (Business Related Fund) & • Custodial Fund (Trust Receipts Fund) 	<p>Budget Generation: As to the College off-budgetary fund for the year ended 2023, CNSC allotted a total budget of 188.3 million in total. This fund is composed of 14.1 million PS, 112.3 million MOOE and 61.9 million Capital Outlay.</p> <p>Budget Utilization: Out of this fund, the institution was able to obligate 92.95% of its allotment. But due to unaccomplished portion of the infrastructure projects and partial delivery of supplies and materials from Suppliers, CNSC was able to disbursed 67.99% only of its obligated transactions as of the end of the year.</p>	<p>Budget Generation: For the fiscal year ended 2022, CNSC off-budgetary fund was higher. The institution was able to approve a total budget of 204.4 million for its operation and income generating projects. This fund composed of 15.1 million PS, 115.3 million MOOE and 74 million Capital Outlay fund.</p> <p>Budget Utilization: Despite the after effect of the COVID pandemic, the College was able to obligate 67.21% of its allotted budget for the year. However, out of these obligated transactions, only 70.23% was successfully disbursed as of the end of the year.</p> <p>This low disbursement was significantly attributable to Infrastructure projects of the College that have unaccomplished portion due to encountered difficulties on the part of the Contractors and undelivered supplies and equipment of the Suppliers.</p>	<p>Budget Generation: For the year ended 2021, CNSC was able to generate and approve a total budget of 134.8 million for its operations and projects. This composed of 5.1 million PS, 76.6 million MOOE and 53.1 million Capital outlay fund.</p> <p>Budget Utilization: Out of this allotted budget, the institution was able to obligate 77.15% or 104 million in total. But despite the hindrance brought about by the COVID pandemic and change in CNSC's administration, the College managed to disburse 86.40% of its obligated transactions.</p> <p>The material amount of unobligated and undisbursed allotment primarily came from the unaccomplished portion of the Capital outlay or infrastructure projects that was approved and prioritized by the institution for the year.</p>

**BUDGET UTILIZATION RATE FY 2021-2023
REGULAR AGENCY FUND (CURRENT APPROPRIATION)**

F.F.P. CODE	YEAR	ADJUSTED AUTHORIZED APPROPRIATION	ALLOTMENT RECEIVED/ OBLIGATIONAL AUTHORITY	AMOUNT OF EXPENDITURE/ OBLIGATION INCURRED	ACTUAL DISBURSEMENT INCURRED	Budget Utilization Rate (BUR)	
						(OBLIGATION/ ALLOTMENT)	(DISBURSEMENT/ OBLIGATION)
Regular Appropriations	2021	424,370,759.00	393,829,491.00	315,563,112.76	284,644,380.81	80.13%	90.20%
	2022	464,097,213.00	415,073,055.00	411,686,971.24	391,143,091.81	99.18%	95.01%
	2023	473,048,550.00	427,578,324.00	421,138,715.32	405,981,321.25	98.49%	96.40%

**BUDGET UTILIZATION RATE FY 2021-2023
REGULAR AGENCY FUND (CONTINUING APPROPRIATION)**

F.F.P. CODE	YEAR	ADJUSTED AUTHORIZED APPROPRIATION	ALLOTMENT RECEIVED/ OBLIGATIONAL AUTHORITY	AMOUNT OF EXPENDITURE/ OBLIGATION INCURRED	ACTUAL DISBURSEMENT INCURRED	Budget Utilization Rate (BUR)	
						(OBLIGATION/ ALLOTMENT)	(DISBURSEMENT/ OBLIGATION)
Regular Appropriations	2021	5,522,281.88	5,400,002.88	5,327,817.26		98.66%	0.00%
	2022	79,256,162.53	79,256,162.53	78,431,942.33	8,937,974.82	98.96%	11.40%
	2023	12,900,346.31	2,371,881.31	2,039,502.71	1,218,853.00	85.99%	59.76%

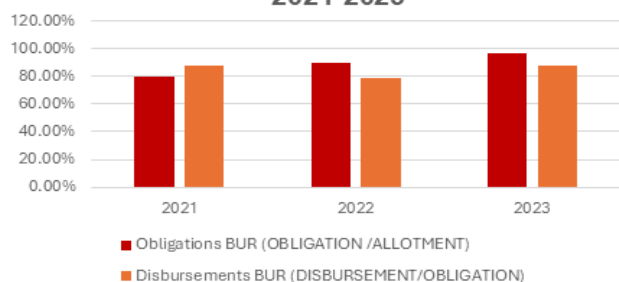
**BUDGET UTILIZATION RATE FY 2021-2023
OFF- BUDGETARY FUND**

YEAR	Allotment	AMOUNT OF EXPENDITURE/ OBLIGATION INCURRED	ACTUAL DISBURSEMENT INCURRED	Budget Utilization Rate (BUR)	
				(OBLIGATION/ ALLOTMENT)	(DISBURSEMENT/ OBLIGATION)
2021	134,838,938.72	104,025,601.36	89,874,856.39	77.15%	86.40%
2022	204,471,882.67	137,424,807.29	96,508,331.56	67.21%	70.23%
2023	18,838,423.80	175,108,945.28	119,058,637.70	92.95%	67.99%

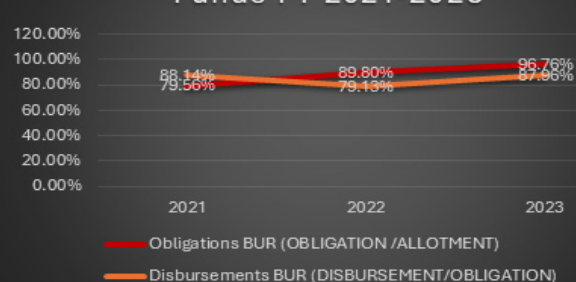
**TREND ON BUDGET UTILIZATION OF THE COLLEGE FOR THE LAST 3 YEARS
(CONSOLIDATED FUNDS)**

YEAR	ADJUSTED AUTHORIZED APPROPRIATION	ALLOTMENT RECEIVED/ OBLIGATIONAL AUTHORITY	AMOUNT OF EXPENDITURE/ OBLIGATION INCURRED	ACTUAL DISBURSEMENT IN- CURRED	Budget Utilization Rate (BUR)	
					(OBLIGATION/ ALLOTMENT)	(DISBURSEMENT/ OBLIGATION)
2021	564,731,979.60	534,068,432.60	424,916,531.38	374,519,237.20	79.56%	88.14%
2022	747,825,258.20	698,801,100.20	627,543,720.86	496,589,398.19	89.80%	79.13%
2023	674,333,128.11	618,334,437.11	598,287,163.31	526,258,811.95	96.76%	87.96%

**Utilization Rate of Consolidated Funds
2021-2023**



**Utilization Rate of Consolidated
Funds FY 2021-2023**



Trend on Budget Utilization of Consolidated Funds of the College for the Last Three (3) years

FINANCIAL TARGETS AND ACTUAL ACCOMPLISHMENTS AS OF 4TH QUARTER 2023

A. REGULAR AGENCY FUND (GENERAL APPROPRIATION ACT)

Current Appropriations

Allotment class/ Particulars	ADJUSTED AUTHORIZED APPROPRIATION	ALLOTMENT RECEIVED/ OBLIGATIONAL AUTHORITY	AMOUNT OF EXPENDITURE/ OBLIGATION INCURRED	ACTUAL DISBURSEMENT INCURRED	Budget Utilization Rate (BUR)		
					(OBLIGATION/ ALLOTMENT)	(DISBURSEMENT/ OBLIGATION)	Disbursement/ Allotment
PS	294,976,550.00	263,796,076.00	254,368,038.02	254,368,038.02	97.58%	98.82%	96.43%
MOOE	153,072,000.00	138,782,248.00	133,949,112.14	133,949,112.14	100.00%	96.52%	96.52%
CO	25,000,000.00	25,000,000.00	17,664,171.09	17,664,171.09	99.80%	70.80%	70.66%
	473,048,550.00	427,578,324.00	405,981,321.25	405,981,321.25	98.49%	96.40%	94.95%

For the year ended 2023, CNSC recorded an Obligation BUR of 97.58 % on PS, 100 % on MOOE and 99.80% on Capital Outlay. While it attained a Disbursement BUR of 98.82 % on PS, 95.52% on MOOE and 70.80% on Capital Outlay.

The difference on Utilization rate of PS and MOOE for the year were attributable to unpaid obligations like Hazard Pay, RLIP, Laundry allowances, other PS benefits, other supplies expenses, reimbursement of travelling expenses and procured good and services which was not processed as of the end of the year due to partial deliveries and incomplete supporting documents required for payment.

For CO disbursement, the difference on utilization relate to the unaccomplished portion of the contract "Construction of Two Building Two Storey COTT Academic Building Complex Phase 1 at COTT" which remain unpaid as of the end of the year.

Overall, the College logged an impressive 98.49% Obligation BUR and 96.40% Disbursement BUR under Current Appropriation, averaging that of the PS, MOOE

Continuing Appropriations

Allotment class/ Particulars	ADJUSTED AUTHORIZED APPROPRIATION	ALLOTMENT RECEIVED/ OBLIGATIONAL AUTHORITY	AMOUNT OF EXPENDITURE/ OBLIGATION INCURRED	ACTUAL DISBURSEMENT INCURRED	Budget Utilization Rate (BUR)		
					(OBLIGATION/ ALLOTMENT)	(DISBURSE- MENT/OBLI- GATION)	Disbursement/ Allotment
PS					0.00%	0.00%	0.00%
MOOE	12,045,587.17	1,517,122.17	1,399,599.00	1,218,853.00	92.25%	87.09%	80.34%
CO	854,759.14	854,759.14	639,903.71		74.86%	0.00%	0.00%
	12,900,346.31	2,371,881.31	2,039,502.71	1,218,853.00	85.99%	59.76%	51.39%

For Continuing Appropriations, the College was able to obligate 85.99 % of its continuing funds but been able to utilized 59.76% only due to partial deliveries on procured supplies and equipment related to Projects like "Smart Campus Development", Sports and Culture Development, Futures Thinking and Strategic Foresight and Construction of Aquaculture Building and Acquisition of Hatchery Equipment for Mangrove and Seaweed Propagation on CNSC- Mercedes Campus. Hence, such obligated transactions remain unpaid as of the end of the year.

B. OFF - BUDGETARY FUND (INCOME/ CUSTODIAL/ REVOLVING FUND)

Fund Type	Allotment	AMOUNT OF EXPENDITURE/ OBLIGATION INCURRED	ACTUAL DISBURSEMENT INCURRED	Budget Utilization Rate (BUR)	
				(OBLIGATION/ ALLOTMENT)	(DISBURSEMENT/ OBLIGATION)
Internally Generated Fund (IGF)	140577115.2	137,392,555.20	88,048,387.85	97.73%	64.09%
Revolving Fund (RV)	15391197.59	14,912,325.91	12,349,635.33	96.89%	82.81%
Custodial Fund (Trust Receipts Fund)	32415919.01	22,804,064.17	18,660,614.52	70.35%	81.83%
	188,384,231.80	175,108,945.28	119,058,637.70	92.95%	67.99%

As to the College off-budgetary fund for the year ended 2023, CNSC allotted a total budget of 188.3 million in total. This fund is composed of 14.1 million PS, 112.3 million MOOE and 61.9 million Capital Outlay coming from the internally generated income, revolving fund and custodial fund of the Institution.

Out of this fund, CNSC was able to obligate 92.95% of its allotment. But due to unaccomplished portion of the infrastructure projects and partial delivery of supplies and materials from Suppliers, CNSC able to disbursed 67.99% or 119.058 million only of its obligated transactions as of the end of the year.

RECEIPTS

Nature of Income	FY 2023 Target		FY 2023 Collection Performance	
	Preceding Year	Current Year	Preceding Year	Current Year
Tuition Fees and other Internally Generated Income	137,148,000.00	125,327,000.00	235,587,000.00	119,485,000.00

Nature of Income	Beginning Balance	Receipts	Total Available	Income Utilization	Utilization Rate
Internally Generated Income	152,562,000.00	119,485,000.00	272,047,000.00	119,059,000.00	43.76%



NORTE STATE

COLLEGE

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