

# Skills Assessment for Barangay Tanod in the Municipality of Braulio E. Dujali

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## ABSTRACT

This study assessed the current level of skills and competencies of barangay tanods in the Municipality of Braulio E. Dujali to inform future intervention programs. Utilizing a descriptive-correlational design, the study employed a standardized questionnaire anchored on the DILG tanod training domains: gender sensitivity, first responder skills, and operational competencies. A total of 75 barangay tanods participated in the survey, and data were analyzed using descriptive statistics, Pearson correlation, and ANOVA. Findings revealed that the respondents possessed moderate levels of competency across all domains. Moreover, age and educational attainment did not exhibit statistically significant influence on any of the skill dimensions. The results underscore the importance of structured and hands-on training regardless of demographic profile. The study concludes with a recommendation for the implementation of a competency-based enhancement program to elevate the effectiveness and responsiveness of barangay tanods in performing their roles in local governance and community safety.

**Keywords:** barangay tanod, DILG training module, competencies, descriptive-correlational design, intervention program, Philippines

## INTRODUCTION

To maintain the peace and order of the community within the local community, specifically the barangay level, barangay Tanod are vital. The duty of the Barangay Tanod includes law enforcement, disaster response, conflict mediation, and promoting public safety within their jurisdiction. In addition, the assessment of their skills and competence should be a top priority in adherence to their civic duties and provide confidence in their efficiency and effectiveness. In contrast, problems arise when a Barangay Tanod does not undergo necessary training and workshops that address their heavy duties in the community. According to Tavera (2017), the training and seminars should be provided for the Barangay Tanod that are neither systematic nor comprehensive.

In doing so, there was no standardized curriculum for their training and evaluation until the Philippine National Police (PNP) and the Department of the Interior and Local Government jointly released training guidelines to increase their level of proficiency in their duties. Yet, the incompetency and inconsistency of the Barangay Level implementation of the guidelines resulted only in failure application (Santos, 2019). This gap pushed the DILG to release yet another training module entitled Skills Enhancement: Reinforcing the Role of Barangay Tanod as First Responder and in Crime Scene Prevention, this training modules enable to address the gap and provide a foundational framework for continuing research.

To that, one of the factors of failure implementation includes lack of budget allocation. Hence, Local Government Unit extend their hands to outsource funding for the effective implementation of these training modules however many of the barangay still struggles to fund this activity due to its limited National Tax Allocation therefor cannot provide a specialized programs and activities or qualified professionals to implement this program (Manlapig, 2021). These fiscal constraints allow the Barangay Tanod to execute their duties without proper training thus creating a huge gap in their skill assessment.

Moreover, the absence of performance metrics in relation to the assessment of the Barangay Tanod’s competency increase concerns to their duties. The study conducted by Carreon (2020) concluded that the criteria for evaluation in regard to their proficiency in law enforcement, emergency management, or community engagement are nonexistent. This results in inconsistent and biased evaluations that sabotage their performance profiles through impartial observation (Delos Santos, 2022).

Through this, Barangay Tanods are often overlooked in the community thus resulting in lack of recognition with regards to their contributions. In result to this, Ramos (2018) found out that the Barangay Tanod did not have any incentives or rewards for their exemplary sense of duty. Subsequently, the morale of the Tanod is decreasing as their motivation and participation in community-based activities challenges their perspective in their quality of service. Santiago (2021) also iterated the importance of the reward system, in which it increases their motivation in doing their duties through reward-based performances.

Eventually, Barangay Tanod’s duties widened due to a novel existing problem such as drug-related concerns, human trafficking, and disaster responses. The evolving complex issues around the community demand a dynamic and adaptive assessment that addresses these concerns (Ferrer, 2020). Yet due to their budget and project initiative concerns, the Barangay Tanods continue to deliver their service inefficiently and ineffectively. This calls for an urgent intervention in relation to their updated and regulatory evaluations and assessment to deliver public service in accordance with their duties.

Obviously, the importance of the Barangay Tanod’s effectiveness in the community relies on their duties objectively. Nevertheless, the previous studies show numerous hindrances in delivering these objective duties such as inadequate funding, lack of clear assessment criteria, limited recognition, and outdated training approaches. To address these gaps, studies need to introduce a novel dynamic, systematic, and adequately resources assessment programs to mirror the existing problem of the Barangay Tanod’s assessment for proficiency of their community duties.

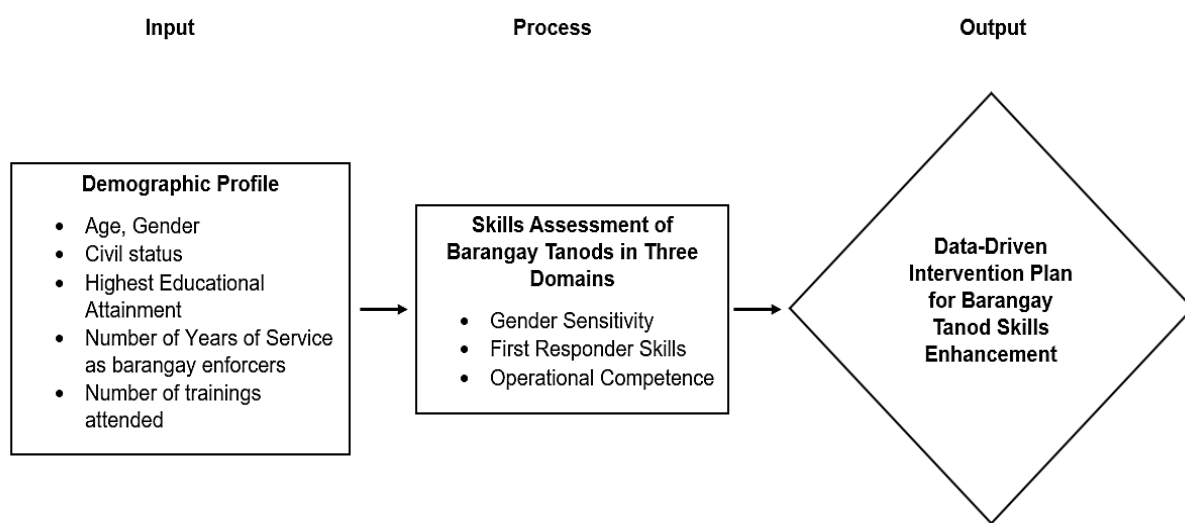


Figure 1. Conceptual Framework of the Study

Eventually, the difficulty of Barangay Tanod’s assessment has been present despite National Government Agencies’ initiatives owing to many factors. The deprivation of these assessments are closely related to financial constraints of the Barangay as stated by Aguila (2021). Cordero (2020) also concluded that due heavy responsibilities widened by novel issues of the Branagay Tanod hinders their participation in program initiatives implemented for them. Besides that, low educational attainment of the Barangay Tanod limits their comprehension in understanding complex legal concepts and procedures (Salazar and Ramos, 2019). These challenges call for practical and foundational support for the Barangay Tanod to enhance and widen their proficiency by capacitating them in law enforcement and public safety frameworks.

On one hand, skills enhancements are vital to hone to produce an individual that are ready for further development of the community. Philippines Institute for Development Studies (2020 and 2021) claims that such

programs address the existing factors that hinders their proficiency in delivering the responsibility. Furthermore, this will also encourage the Barangay Tanod's educational preparation and industry demand, improve employability, and strengthen workforce competitiveness. On the other hand, due to lack of budget allocation, the inadequacy of learning infrastructures and misalignment of training modules and employer's demand regress the return of the previous state of system (Torres, 2022 and Bacungan, 2021). In result, a mountain of proof has been concluded of the advantages of training in economic outcomes that the Department of Labor and Employment (2021) revealed the decreasing number of unemployment to the city which underwent sustainable training programs (Catangui 2018).

Unquestionably, further development of proficiency can contribute to community's innovation and development wherein Alonzo and Magsaysay (2019) reinforced this statement by expressing a greater deal about collaborative training that creates stronger bonds that aspire to establish a foundation action towards local development goals. The theory of Miller and Hess (1994) called the Community Policing Theory iterates the close relationship of the law enforcement and communities as a tool to address the issue effectively. Along with that, the community-centered competency evaluation framework introduced by Estrada and Francisco-Gabion (2018) incorporates the critical factors for effective community engagement which are the practicality, contextspecific skills partnered with leadership, communication, and collaboration abilities.

Additionally, Aizen (1991) Theory of planned Behavior explained that performance outcomes are based on various factors such as the individual's attitude towards assessment, perception of social expectation, and their confidence in their own abilities. These factors unraveled that the motivation, norms, and self-efficacy of a person affects their learning and assessment results in the process.

To address this phenomenon, the Municipality of Santo Tomas, Davao del Norte established the Skills Enhancement Project and localized their training programs that inscribed both potential and challenges. Literature indicates that such activities can supply an enhanced workforce that will empower the economy (International Labour Organization, 2019 & Kabeer, 2019). Despite the localization of these initiatives, the hindrance of these activities is still present like lack of resources, funding, and professional educators (Cruz et al, 2019). Ruel (2019) claimed that to successfully implement these initiatives, a strong community participation is essential from organizing to execution of the activities. Consequently, Salas (2020) stresses the evaluation of each initiative to develop and monitor the participation of the stakeholders.

Although there are programs and activities that address the duties of a Barangay Tanod in relation to law enforcement, conflict resolution, and first aid, there is still an urgency to establish an assessment that centers around the Municipality of Braulio E. Dujali's objectives. While these activities and programs generalize the scope of their responsibilities, it also needs to honor the distinction of the municipalities and cities such as community-specific crime, patterns and engagement strategies, and cultural aspect of a specific locality. Hence, there is limited literature addressing this phenomenon on how training affects the assessment that is based on their performance in real-life settings.

This study is using the Input-Process-Output (IPO) model combined with correlational analysis. The demographic of the respondent such as the age, gender, civil status, education, and years of service are put in the input stage that are considered as affecting variables. These variables can influence the Barangay Tanod's competencies that can unearth a numerous factor in skill levels and readiness for frontline duties, thus creating a baseline for a systematic evaluation in the process.

While the process stage integrates the skills assessment of the Barangay Tanods in three different domains; (1) Gender Sensitivity, (2) First Responder Skills, and (3) Operation Competence that are recognized by the Department of Interior and Local Government (DILG). Firstly, Gender Sensitivity relates to the law enforcement concerning gender-equitable principles, protecting women, children, and other marginalized and vulnerable groups. Secondly, the First Responder Skills refers to their proficiency and competency when it comes to emergencies, disasters, and public safety incidents. Lastly, the Operational Competence measures their effectiveness with regards to their daily responsibilities like patrolling, conflict resolution, and community engagement. With the usage of Liker Scale, an adopted and validated survey questionnaire was used to measure their level of competencies in these three different areas.

To further understand the phenomena, this study used the Pearson correlation coefficients to investigate the relationships among the three competencies to gain an insight on which competency creates proficiency in one area that augments the performance of the Barangay Tanod. Likewise, the use of Analysis of Variance (ANOVA) and Tukey HSD were applied to discover the impact of the demographic profiles emphasizing which variables honed the competency of outcomes.

This study conducted a data-driven intervention framework that will be used to establish a foundation that builds up the competencies of the Barangay Tanod in Braulio E. Dujali. This addresses the community directly, especially for the areas that are greatly affected with this phenomenon by identifying the fragility of the skills assessment. This is to relate the Sustainable Development Goal 16, peace justice and strong institution and Sustainable Development Goal 11, Sustainable Communities and also to the mission, vision, and objectives of the Municipality of Braulio E. Dujali.

In conformity with this framework, the objectives of this study include first, to determine the demographic profile of Brangay Tanod in the Municipality of Braulio E. Dujali in terms of age, gender, civil status, educational attainment, years of service, and participation in training. Second, to assess the level of competencies over the three domains: gender sensitivity, first responder skills, and operational competence as honored by the DILG module. Third, it intends to analyze the relationships among these domains to determine whether they reinforce one another. Fourth, it explores the influence of demographic variables on competencies to identify possible trends and disparities. Finally, the study uses these findings as the basis for developing an intervention plan tailored to the needs of Barangay Tanods in the municipality. To guide this inquiry, the study tests two null hypotheses at the 0.05 level of significance: (1) there is no significant relationship among the three competency domains, and (2) there is no significant influence of demographic characteristics on competency levels.

The study's ultimate goal is to improve public safety and grassroots governance by identifying both the strengths and limitations of Barangay Tanods. Its findings are expected to support LGUs in designing more targeted and evidence-based training programs, particularly in gender sensitivity, emergency response, and operational performance. Beyond capacity-building, the study also provides valuable insights for policy-makers and barangay officials, guiding them in allocating resources more efficiently and forging partnerships for continuous skills development.

The beneficiaries of the study extend across multiple stakeholders. Residents can benefit through having a safer community to live in that has an effective and efficient Barangay Tanod in preventing crime-related activities, resolving community conflicts, and community engagements. Barangay Officials, they can acquire a research-based understanding of the existing phenomena and enable them to design and intervene related to the data at hand. The municipality of Braulio E. Dujali stands to benefit from improved security and governance, which enhance its reputation as a safe and attractive place for both residents and potential investors. At the academic level, students of the Bachelor of Public Administration (BPA) program are provided with a real-world application of governance and public safety concepts, bridging theory and practice. Future researchers can also build upon this work as a baseline for exploring community safety, grassroots law enforcement, and innovations in training and evaluation methods.

While the study makes important contributions, it is not without limitations. Its scope is confined to the assessment of Barangay Tanods in Braulio E. Dujali, which means findings may not be directly generalizable to other contexts without adaptation. Although the project envisions the development of targeted training interventions—including expert-led workshops, simulations, and field exercises—its outcomes remain contextspecific. Nonetheless, both the methodology and the findings provide valuable insights that can inform similar initiatives in other barangays, particularly in communities with comparable socio-economic conditions and governance structures.

## METHODS

### Research Respondent

A total of 75 Barangay Tanods served as respondents in this study. According to Krjce and Morgan (1970) sample size recommendation is between 73-80 if the overall population is ranging from 90-100. By doing so, this research study can attain 95% confidence with a 5% margin of error. Given that the total tanod population in the

study area was 87, the selection of 75 respondents was statistically appropriate and allowed for meaningful generalization. In line with that, Creswell and Creswell (2018) also assert that a small-scale community can suffice a 70-80% of the total population as an adequate sample size. To ensure the proper representation of the barangays, sample size was distributed evenly for a more feasible and practical execution of the study. Across the five barangays are Dujali, Tanglaw, New Casay, Cabay-angan, and Magupising.

The study utilizes the stratified random sampling to avoid sampling bias and validity. Researchers group the respondents based on their clusters and each stratum they are randomly selected. This sampling method is proven effective when there is a subgroup that requires equal representation (Hayes, 2022). To add, inclusion criteria of the respondents include officially designated Baranagay Tanods in the municipality of Dujali, with a minimum of 1-year active service, and signed the consent form voluntarily. Furthermore, the exclusion criteria for the respondents involve Barangay Tanods who are inactive, under suspension, and on leave extension. For ethical consideration, the respondents may choose to withdraw from the study at any period without fee or any consequences upholding the principles of participation and research integrity.

The study was conducted in the municipality of Braulio E. Dujali, Davao del Norte, a fifth-class municipality that is located 60 kilometers from Davao City. The major industry that most people get into is agribusiness industry relating to a vast, rich, and healthy land filled. The researchers chose the Braulio E. Dujali seeing the absence of a prior formal evaluation of the tanod competencies. In doing so, five barangays were later identified and guided by the 2021 Municipal Public Safety and Order Plan as peace and order initiatives and interventions.

**Materials and Instrument**

The study adapted the questionnaire from Schlening (2019) to evaluate the competencies of the Barangay Tanod in Braulio E. Dujali. This adapted questionnaire was later situated with a local setting and the objectives of the research. Then, the questionnaire was designed into the 3 domains in accordance with the Department of the Interior and Local Government (DILG) module. These are Gender Sensitivity, First Responder Skills, and Operational Competencies. Each of these domains were structures based on the positively worded statement, using the five-point Liker Scale ranging from “Strongly Disagree” to “Strongly Agree”.

To interpret the responses, the following scale was used uniformly across all three domains to determine the level of competency among respondents.

Table 1. Likert Scale

Range of Means	Descriptive Equivalent	Interpretation
4.20 – 5.00	Highly Knowledgeable	This means that the skills enhancement project for Barangay Tanod in Braulio E. Dujali, is very much observed.
3.40 – 4.19	Knowledgeable	This means that skills enhancement project for Barangay Tanod in Braulio E. Dujali, is much observed.
2.60 – 3.39	Moderate Knowledgeable	This means that the skills enhancement project for Barangay Tanod in Braulio E. Dujali, is moderately observed.
1.80 – 2.59	Fairly Knowledgeable	This means that the skills enhancement project for Barangay Tanod in Braulio E. Dujali, is less observed.
1.00 – 1.79	Not Knowledgeable	This means that the skills enhancement project for Barangay Tanod in Braulio E. Dujali, is not observed at all.

Another point is to create a foundation of validity and reliability, the research instrument underwent a thorough evaluation process. Research panels, Research Adviser, and experts from the Local Government and Public safety assessed the validity of each question. Their review yielded an average rating of 4.67 out of 5, classifying the tool as *highly valid* for measuring the intended constructs. A **pilot test** was subsequently conducted with 15 Barangay Tanods from a nearby municipality not included in the main sample. The pilot results were subjected to Cronbach's alpha testing, which produced a reliability coefficient of **0.91**, signifying excellent internal consistency across the items.

## Design and Procedure

Quantitative descriptive-correlational research design was used in this study to assess further the Barangay Tanods' competency and skills level in the municipality of Braulio E. Dujali circulating into the three domains as introduced by the DILG modules. Above all, quantitative research contains numerical measurement of variables and statistical analysis to identify the relationships between the identified knowledge and competencies (Creswell, 2018) between the three chosen domains. This enables the exploration of interrelationships of these three domains and inclusion of the respondent's demographic profile variables that influences their competency outcomes.

This design is in line with the public administration and governance expertise, to which after the gathering of the evidence-based and data-driven evaluation, the formulation of the intervention enables the development and policy response. At the same time, this study adheres to a cross-sectional time design where data were gathered at one juncture to seize the existing competencies among the Barangay Tanod. Together with that, this study covers the evaluative typology of research from the objective dimension.

The primary tool for collecting data was a thirty-item instrument adapted from Schleining (2019) study, it was later contextualized and localized in line with the objectives of this study to assess the competency and skill level of the Barangay Tanod. Coupled with that, the usage of the five-point Likert Scale was essential to get both consistency and reliability in analyzing the subjective description and the data that was gathered to address the research objectives.

The gathering of data includes formal letters addressed to the five Punong Barangays of Dujali, Tanglaw, New Casay, Cabay-angan, and Magupising. This ensures the abstract communication between the researchers and the local government unit of the municipality of Braulio E. Dujali. The outline of these letters evolve around the objectives and significance of the study and the ethical consideration of this study. After that, approval of the letter enables the researcher to commence the data gathering phase wherein the barangay officials can identify the barangay tanod who are active in service. Prior to this, the research instrument of this study underwent a heavy and thorough validation by the thesis adviser and panel of experts assessing the validity and alignment of the objectives.

In conjunction with this, stratified random sampling was used to identify the respondent using subgroups. This is to ensure the equal representation of the five barangays of the municipality of Braulio E. Dujali. Stratified random sampling was used in a study to maintain the fair representation of each subgroup according to Hayes (2022). Moreover, 75 respondents were selected considering the inclusion and exclusion criteria of the respondents.

The timeline of the data gathering commenced from March 18 to March 30, 2025 where researchers went into the community to personally administer the survey questionnaire to the respondents. Clearly, the researchers first briefed on the study and asked to sign the consent form before answering the survey questionnaire. Barangay secretaries offered their help by aligning the schedules of the barangay tanods to execute this data gathering procedure. Although, obstacles are evident due to their responsibilities in the community such as rotating patrol schedules. Nevertheless, the enthusiasm of the barangay officials in responding to our survey was quite noted.

Following their response, the researchers checked thoroughly the questionnaires before encoding in the Microsoft Excel and later analyzing in the SPPSS software. This helps the researchers to analyze further the data collected through the usage of descriptive erasure like means and standard deviations.

Pearson correlation is also utilized for examining the interrelationship among the three domains. In addition to this, inferential tests such as Analysis of Variance and Tukey HSK post hoc analysis were applied to further

examine the gathered data. To guarantee the thorough analysis of the results, hypotheses were tested at 0.05 level of significance.

### Data Analysis

Various statistics were used to align with the study's objectives. To measure the demographical variables such as gender, civil status, and educational attainment parallel to the continuous variables such as age, years of experience, and number of training attended, the researchers used frequency counts, percentages, mean, and standard deviation. This shows the preliminary step in creating a basic insight into the sample population.

To evaluate the level of competency among the barangay tanod among the three domains of Gender Sensitivity, First Responder Skills, and Operational Competence, mean score and standard deviation were used. It should be noted that Likert Scale were used to interpret the ranges, from *High Knowledgeable* (5) to *Not Knowledgeable* (1).

To assess the relationship across the three domains, Pearson Product-Moment Correlation Coefficient was used. This statistical tool can analyze the strength and direction of the relationship of the 3 domains. Not only that, this can also reveal the proficiency in a skill area parallel to one another. This dispenses statistical evidence of coherence in the competency framework.

At last, Pearson correlation was utilized to find out the difference in the linear relationship between age, treated as a continuous variable, and each competency domain. In the similar context, One-Way Analysis of Variance (ANOVA) was used to test the statistically significant differences in competencies across education ranges. Jointly the Tukey Honestly Significant Difference (HSD) post hoc test was applied in identifying the pairwise group difference, yet findings suggest that there was no significant discrepancy among the categories of educational attainment.

### Ethical Consideration

This study was carried out in strict adherence to established ethical standards, ensuring the protection, dignity, and voluntary participation of all respondents. Before data collection commenced, formal approval was obtained from local barangay officials through letters of permission that clearly outlined the study's objectives, procedures, and anticipated benefits. Participation in the survey was entirely voluntary and governed by the principle of informed consent. Each prospective participant was fully briefed on the purpose of the research, the scope of their involvement, and their right to decline or withdraw at any stage without consequence. Through signed forms, written consent was properly conveyed and secure in the participants understanding and willingness to participate in the study.

The study also prioritized confidentiality and anonymity. No personal identifiers were recorded, and responses were aggregated and analyzed in a manner that prevented individual participants from being identified. The survey instrument was designed to be respectful, non-intrusive, and sensitive to the cultural and social context of the respondents. All collected data were stored securely and used exclusively for academic purposes related to the research.

In terms of compliance, the study observed the ethical research guidelines of Davao del Norte State College and strictly adhered to the principles of the Data Privacy Act of 2012 (Republic Act No. 10173). These measures ensured that the rights, welfare, and privacy of participants were safeguarded throughout the entire research process.

## RESULTS AND DISCUSSION

### Demographic Profile of Barangay Tanod Respondents

Table 2 presents the demographic characteristics of the 75 barangay tanod respondents from the Municipality of Braulio E. Dujali. As shown, all respondents were male (100%), highlighting the gendered nature of barangay peacekeeping functions in the locality. In terms of civil status, the majority were married (92%), while a small number were either single (5.3%) or widowed (2.7%).

Table 2. Demographic Profile of Barangay Tanod Respondents in Braulio E. Dujali

Demographic Profile		Frequency	Percentage
<b>Gender</b>	Male	75	100
	Female	0	0
<b>Civil Status</b>	Single	4	5.3
	Married	69	92.0
	Widowed	2	2.7
<b>Educational Attainment</b>	Elementary	20	26.7
	High School	42	56.0
	College	2	2.7
	Vocational	2	2.7
	Prefer not to say	9	12.0
Demographic Profile		Mean	Std. Deviation
<b>Age</b>		49.18	9.67890
<b>Number of Years in Service</b>		10.07	7.96841
<b>Number of Trainings Attended</b>		7.41	5.24557

Regarding educational attainment, more than half of the respondents (56%) had reached high school level, while 26.7% attained only elementary education. A minority had college (2.7%) or vocational education (2.7%), and 12% chose not to disclose their educational background. This trend suggests a modest educational profile among barangay tanods, which may have implications for their comprehension and execution of formal training modules and emergency protocols.

Subsequently, demographic variables were also analyzed indicating that the respondents were relatively mature and experienced with 49.18 with a standard deviation of 9.68. Additionally, the average years of experience across the respondents is 10.07 years with a standard deviation of 7.97 expressing a great continuity of local enforcement responsibilities. Also, the statistics display a 7.41 with the SD 5.25 reflecting the average number of trainings attended by the barangay tanod insinuating moderate exposure to skill-enhancement program throughout their service,

These findings create a statement concerning the demographic of the respondents establishing a work force that has a largely male population with a high school diploma. Yet, educational attainment and training participating encourage the barangay tanod to attend in some more structured competency-based learnings in line with their background and community-based conflicts. To add, individuals with higher and formal education were more prepared to deal with disaster-related cases. Literacy towards disaster response procedure is effective, especially with formal education at hand (Cardinal & Lagura, 2023). This calls for competency-based training programs that are structured with their educational attainment to address the inclusivity and effectiveness of the initiatives.

### The Level of Competencies of Barangay Tanods in Braulio E. Dujali

Table 3 presents the competency levels of Barangay Tanods across three domains: Gender Sensitivity, First Responder Skills, and Operational Competence, as outlined by the DILG Barangay Tanod Skills Enhancement Module. The results suggest that the respondents are moderately knowledgeable in performing their responsibilities across the three domains with 3.11 overall mean score. Besides, Operational competence has the

highest mean of 3.21 followed by Gender Sensitivity with 2.96 identified as the lowest. Variability of the responses are visible due to the standard deviation ranging from 0.71 – 0.82 indicating consistency among its competency.

Table 3. The Level of Competencies of Barangay Tanods in Braulio E. Dujali

Competency	Mean	Std. Deviation	Descriptive Equivalent
Gender Sensitivity	2.95	.71596	Moderate Knowledgeable
First Responder Skills	3.17	.75498	Moderate Knowledgeable
Operational Competence	3.21	.81840	Moderate Knowledgeable
<b>Total</b>	<b>3.11</b>	<b>.76311</b>	<b>Moderate Knowledgeable</b>

The results indicate that Barangay Tanods in Braulio E. Dujali are moderately knowledgeable in all three assessed domains. Their highest self-rated competence lies in Operational Competence (M = 3.21), which encompasses field-based responsibilities such as *“I can conduct regular patrols in my assigned area”*, *“I can monitor and report unlawful activities to the authorities”*, and *“I can mediate minor conflicts among community members.”* This reflects their familiarity with traditional duties and likely stems from frequent exposure and actual performance of these roles within the barangay setting.

First Responder Skills followed with a mean of 3.17, revealing moderate knowledge in basic emergency procedures. Notably, items such as *“I know how to secure a scene during accidents or emergencies”* and *“I can perform basic first aid (e.g., CPR, bandaging wounds)”* received relatively positive responses. However, the variability in responses (SD = 0.75498) implies that some tanods may still lack confidence or sufficient training in these areas, which are critical during disaster or crisis interventions.

Gender Sensitivity was the lowest mean score of 2.95 asserting various concerns. Questions such as *“I am aware of RA9262 and the rights of women and children”* and *“I use gender-fair language when addressing community members”* gained lower agreement levels. This calls for a comprehensive gender sensitivity training to promote inclusive and respectful community policing.

The statistical findings show the gaps between gender sensitivity and legal literacy through operational familiarity and moderate preparedness in emergency response, especially statutes that protect women, children, and marginalized sectors. The results further indicate that training initiatives should highlight the logistical and physical duties concerning their social and legal dimension of their role.

**The Relationship Between the Three Competency Domains of Barangay Tanods in Braulio E. Dujali**

Table 4 exhibits the Pearson correlation coefficients across the three core competencies of Barangay Tanods, like Gender Sensitivity, First Responder, and Operational Competence. All correlations are significant at the 0.01 level, indicating statistically significant and strong positive relationships among the variables. In a similar exhibit, correlation between First Responder Skills and Operational Competency are the highest with  $r = .874$ ,  $p < 0.01$ , accompanied by correlation between Operational Competence and Gender sensitivity with  $r = .849$ ,  $p < 0.01$ , and lastly, correlation between Gender Sensitivity and First Responder Skills with  $r = .821$ ,  $p < 0.01$ .

Since the p-values are all less than 0.05, the null hypotheses stating that there is no significant relationship among the three competency domains are rejected. These results affirm the hypothesis that proficiency in one domain is significantly associated with competence in the others.

Table 4. Correlation Between the Three Competencies of Barangay Tanods in Braulio

Competency		Gender Sensitivity	First Responder Skills	Operational Competency
Gender Sensitivity	Pearson Correlation	1	.821**	.849**
	Sig. (2-tailed)		.000	.000
First Responder Skills	Pearson Correlation	.821**	1	.874**
	Sig. (2-tailed)	.000		.000
Operational Competency	Pearson Correlation	.849**	.874**	1
	Sig. (2-tailed)	.000	.000	

The findings indicate strong and statistically significant correlations among the three competency domains of Barangay Tanods. The correlation coefficient of .874 between First Responder Skills and Operational Competence demonstrates that tanods who are better prepared to act in emergencies are also more confident in their operational duties, such as patrolling, enforcing ordinances, and community mediation. By doing so, operational readiness and emergency preparedness are complementary with each other, barangay tanod should have a hybrid training skill set wherein they have both reactive (emergency response) and proactive (peacekeeping) capabilities to be effective law enforcer (Capuno and Javier, 2020). This is also in relation to Torres and Lorenzo (2019) indicating that barangay personnel who scored highly in peace and order enforcement have a high knowledge in disaster response through training.

In like manner, Gender and Sensitivity and Operation Competence has a second highest correlation of .849 implies that if a barangay tanods has a knowledge I the existing statutes relating to gender sensitivity often has a more competency in controlling barangay security and peace and order. Truthfully, human rights awareness and gender sensitivity solidify the trust of the community hence improving effectiveness in executing peace and order in the community (Rosario, 2018). In fact, the theory of Bandura (1997) entitled Social Cognitive Theory affirmed that by honoring the ethical and social values such as gender equality appears to boost tanods' selfefficacy in managing community responsibilities.

The correlation of .821 between Gender Sensitivity and First Responder Skills is also noteworthy. It implies that those who are trained or aware of inclusive and sensitive community practices are also more equipped to handle emergencies with empathy and composure. This supports past findings by Enriquez and Galvez (2021), who emphasized that psychosocial sensitivity is crucial during high-stress emergency interventions. In the context of the barangay tanod role, such overlap suggests the emergence of a "humancentered responder" profile—one who combines procedural competence with social awareness, ultimately leading to better outcomes during community interventions.

These findings imply that while each domain may be treated independently for assessment purposes, they are interdependent in practice. Enhancing one area may lead to improvements in others. For example, incorporating gender perspectives in emergency response training may also strengthen both domains. This interdependence supports the integrated training framework proposed by the DILG, which advocates a multidimensional skills enhancement model for barangay-level responders.

**The Influence of Selected Demographic Variables (Age and Educational Attainment) on the Level of Skills and Competencies of Barangay Tanods**

As presented in Table 5, the Pearson correlation coefficients show no significant relationships between age and any of the three competency domains: Gender Sensitivity ( $r = -0.108, p = 0.358$ ), First Responder Skills ( $r = -0.131, p = 0.267$ ), and Operational Competency ( $r = -0.121, p = 0.306$ ). All p-values are greater than 0.05, indicating that the observed negative correlations are not statistically significant. Therefore, we fail to reject the null hypothesis and conclude that age is not significantly related to the skills competencies of Barangay Tanods

in Braulio E. Dujali. Meanwhile, the correlations among the three competencies remain significant and strong, as discussed in the previous section.

Table 5. Pearson Correlation Matrix Showing the Relationship Among Age and Skills Competencies of Barangay Tanods in Braulio E. Dujali

Variables		Age	Gender Sensitivity	First Responder Skills	Operational Competency
Age	Pearson Correlation	1	-.108	-.131	-.121
	Sig. (2-tailed)		.358	.267	.306
Gender Sensitivity	Pearson Correlation	-.108	1	.821**	.849**
	Sig. (2-tailed)	.358		.000	.000
First Responder Skills	Pearson Correlation	-.131	.821**	1	.874**
	Sig. (2-tailed)	.267	.000		.000
Operational Competency	Pearson Correlation	-.121	.849**	.874**	1
	Sig. (2-tailed)	.306	.000	.000	

The inferential analysis reveals that age and educational attainment do not significantly influence the competencies of barangay tanods in the areas of gender sensitivity, first responder skills, and operational procedures. The result indicated that the educational attainment of the barangay tanods did not ensure their competency in a specific field.

Training exposure, education, or actual role performance greatly affects the competency rather than age. Despite the growing conception of old age as a factor of weak competencies, these allegations are not statistically true. Reyes and Santos (2020) study concluded that various barangay manpower and learning through their experiences, engagement in the community, and continuous training rather than chronologic age. Apart from that, Cruz and Mateo (2021) solidify the claims that with structures training and workshop, law enforcers are performed equally well.

In connection with the findings, Lifelong Learning Theory of Knowles (1984) stated that skills development is a continuous process and not limited to age nonetheless motivation of an individual has a huge factor to play to gain access to learning opportunities (Illeris, 2009). This study can infer that older tanod refuse to show any slight of competencies that may limit their understanding in their continuity of learnings. On the other hand, the insignificant association calls attention to the importance of equal training access for all age groups, as skills acquisition and enhancement are evidently not age dependent.

From a policy perspective, the finding highlights that training interventions must be inclusive and competency-based rather than age-based. The DILG and barangay councils should avoid assumptions that younger tanods are necessarily more competent or that older ones are less capable. Instead, a uniform skills development framework, supplemented with practical workshops and scenario-based learning, should be adopted. This is crucial in building a responsive and empowered local law enforcement force regardless of age demographics.

Table 6 presents the results of the one-way ANOVA analysis examining whether there are statistically significant differences in the skill competencies of Barangay Tanods based on their educational attainment across three domains: Gender Sensitivity, First Responder Skills, and Operational Competency. For all three domains, the p-values exceeded the significance level of 0.05, indicating no statistically significant differences among the means of the groups categorized by educational attainment. Specifically, p-values were .871 for Gender Sensitivity,

.883 for First Responder Skills, and .947 for Operational Competence. The level of significance is greater than 0.05 hence the researchers fail to reject the null hypothesis. Thus, educational attainment of the barangay tanod does not significantly affect the level of skill competency of the barangay tanod across the three domains.

Table 6. One-Way ANOVA Summary on Educational Attainment and Skills Competencies of Barangay Tanods

Skill Domain		Sum of Squares	df	Mean Square	F	Sig. (p)
Gender Sensitivity	Between Groups	.406	3	.135	.236	.871
	Within Groups	35.537	62	.573		
First Responder Skills	Between Groups	.425	3	.142	.219	.883
	Within Groups	40.055	62	.646		
Operational Competency	Between Groups	.275	3	.092	.122	.947
	Within Groups	46.733	62	.754		

The one-way ANOVA discovered that there are no statistically significant differences in the competencies of Barangay Tanods in relation to their educational attainment. Unknowingly, the consistency of the level of competency with regard to gender sensitivity, emergency response, and operational task are there regardless if they are elementary, high, college, or vocational graduate. This propose that educational attainment among the Barnagay tanod do not reflect their competency in skills acquisition or their ability to perform their task well.

Combined with the findings of Mendoza and Arce (2020), that training attendance and field experiences are the key factors of gaining a high barangay-level skill rather than academic attainment. This suggests that immersing in real-life problems and field experiences cultivates a high learning individual that closely mirrors the classroom-based education (Ramos and Velasco, 2019).

To reinforce this, the theory of Lave and Wenger (1991), suggest that practice-based communities can gain various learnings than formal academic settings. The Barangay Tanods often develop a sense of knowledge in the community through involving themselves in real-life case scenarios and community observation that affects their performance competency. This corresponds to the theory that on-the-ground training and continuous barangay learning may be effective for the Barangay Tanod.

Not only that, the Department of the Interior and Local Government’s (DILG) initiatives are closely related to the result of establishing a standardized competency-based training for barangay tanods that put emphasis on equitable learning opportunities without minding the educational attainment. This calls for more structured modular training programs that allow the barangay tanod to gain a high skill training in line with their duties and responsibilities.

However, the findings also suggest that additional qualitative research may be needed to explore how informal learning, peer mentoring, or community-based knowledge transfer compensates for lower formal education levels.

Table 7 displays the results of Tukey HSD (Honestly Significant Difference) post hoc tests conducted after the ANOVA, which further explored whether significant pairwise differences exist among different educational attainment groups across three domains of skills competency: Gender Sensitivity, First Responder Skills, and Operational Competency. Across all comparisons, the Sig. (p) values are greater than 0.05, indicating that none of the differences in mean scores between educational attainment groups are statistically significant. The

confidence intervals for all comparisons also include zero, reinforcing the absence of statistically meaningful differences.

The results reinforce the prior ANOVA finding: educational attainment does not significantly affect the level of competencies among Barangay Tanods. For example, the comparison between college and high school graduates in Gender Sensitivity yielded a p-value of .863 and a mean difference of .25600, which is not statistically significant. Similarly, the largest observed difference in First Responder Skills, between those with elementary and vocational education (mean difference = -.42000), also failed to reach statistical significance ( $p = .880$ ).

Table 7. Tukey HSD Post Hoc Comparisons of Skills Competency Scores by Educational Attainment

Domain	Comparison (Educational Attainment)		Mean Difference (I-J)	Std. Error	Sig. (p)	95% Confidence Interval	
	(I)	(J)				Lower Bound	Upper Bound
Gender Sensitivity	Elem	HS	-.05660	.20569	.993	-.5996	.4864
		College	-.31350	.56147	.944	-1.7958	1.1688
		Vocational	.28650	.56147	.956	-1.1958	1.7688
	HS	Elem	.05660	.20569	.993	-.4864	.5996
		College	-.25690	.54794	.966	-1.7035	1.1897
		Vocational	.34310	.54794	.923	-1.1035	1.7897
	College	Elem	.31350	.56147	.944	-1.1688	1.7958
		HS	.25690	.54794	.966	-1.1897	1.7035
		Vocational	.60000	.75709	.858	-1.3988	2.5988
	Vocational	Elem	-.28650	.56147	.956	-1.7688	1.1958
		HS	-.34310	.54794	.923	-1.7897	1.1035
		College	-.60000	.75709	.858	-2.5988	1.3988
First Responder Skills	Elem	HS	-.02102	.21837	1.000	-.5975	.5555
		College	.40350	.59610	.905	-1.1703	1.9773
		Vocational	.20350	.59610	.986	-1.3703	1.7773
	HS	Elem	.02102	.21837	1.000	-.5555	.5975
		College	.42452	.58173	.885	-1.1113	1.9604
		Vocational	.22452	.58173	.980	-1.3113	1.7604
	College	Elem	-.40350	.59610	.905	-1.9773	1.1703
		HS	-.42452	.58173	.885	-1.9604	1.1113
		Vocational	-.20000	.80378	.995	-2.3221	1.9221
	Vocational	Elem	-.20350	.59610	.986	-1.7773	1.3703
		HS	-.22452	.58173	.980	-1.7604	1.3113
		College	.20000	.80378	.995	-1.9221	2.3221
HS		-.22452	.58173	.980	-1.7604	1.3113	
Operational	Elem	HS	.07698	.23587	.988	-.5457	.6997

Competency		College	.19150	.64387	.991	-1.5084	1.8914
		Vocational	.34150	.64387	.951	-1.3584	2.0414
	HS	Elem	-.07698	.23587	.988	-.6997	.5457
		College	.11452	.62835	.998	-1.5444	1.7734
		Vocational	.26452	.62835	.975	-1.3944	1.9234
	College	Elem	-.19150	.64387	.991	-1.8914	1.5084
		HS	-.11452	.62835	.998	-1.7734	1.5444
		Vocational	.15000	.86819	.998	-2.1421	2.4421
	Vocational	Elem	-.34150	.64387	.951	-2.0414	1.3584
		HS	-.26452	.62835	.975	-1.9234	1.3944
		College	-.15000	.86819	.998	-2.4421	2.1421

Thus, the null hypothesis for each domain (that there are no significant differences in competency scores among education groups) is not rejected, affirming uniformity in perceived competencies regardless of educational background.

Surprisingly, the educational attainment of the Barangay Tanod did not affect their level of competencies as shown in the post hoc findings. This strengthens the claim of the ANOVA experiential and practical learnings have a higher effect on shaping the skills of the law enforcers in the community. Aganon and Perante (2002) further explains that the barangay tanods in the locality, especially in rural areas, solely rely on hands-on learning, observing, and community-based instructions. The DILG mandated training for the barangay tanods to increase their academic credentials resulting in a high functioning law enforcers in the community.

To add, trivial results from this study includes a motion to standardize the DILG Barangay Tanod Skills Enhancement Modules in accordance with their community-based conflicts, intellectual comprehension, and budget friendly initiatives to help them do their job effectively and efficiently. This is also in relation to the CMO 2019-06 and the Philippine National Barangay Capacity Development Agenda that aligns with competencybased development model. Vygotsky’s socio-cultural learning theory justified the result wherein development can still prosper if there is proper guidance in the community even without formal education.

Therefore, the findings of this study highlights the need for accessible, modular, and experiential training programs. Findings also infer that the more the individual is highly educated, the more it can perform better with their responsibilities. Clearly, these assumptions are necessary for the local government unit to refine the policies relating to the capacity-building of the branagay tanod, ensuring inclusivity, and efficiency in grassroots governance.

## CONCLUSION AND RECOMMENDATION

### CONCLUSION

The barangay Tanods of the Municipality of Braulio E, Dujali possessed a moderate level of competencies across the three domains: gender sensitivity, first responder skills, and operational competency. This study further reveals that the majority of the respondents of the studies were male, married, and high school graduates. It has an average of 49 years and 10 years of service that connotes their long field of experiences in the community. However, the training they have been through did not equate to their experience because they only attended at the average of seven (7) seminars throughout their years of service. This expresses a moderate exposure to formal capacity building initiatives that creates a greater deal of concerns regarding their skill development programs, field experiences, and educational profile.

Inferential analysis using Pearson correlation and ANOVA revealed that age and educational attainment did not significantly influence the barangay tanods’ skills and competencies in any of the three domains. There were no statistically significant differences in skills across educational attainment levels. Moreover, correlation results showed strong, positive, and statistically significant relationships among the three competencies themselves

(e.g., gender sensitivity and first responder skills,  $r = .821^{**}$ ), indicating that improvement in one area may reinforce the others. However, no mediating or moderating variable was analyzed in this study, and no regression or path analysis was performed. The results underscore the non-predictive role of selected demographic variables, reaffirming the centrality of continuous training over fixed attributes like age or schooling.

These findings support the theoretical underpinnings of competency-based frameworks, which argue that practical skills and behavior are more influenced by targeted learning experiences than by demographic characteristics. The results affirm the applicability of experiential learning theory and capacity-building models in enhancing barangay-level public safety functions. Thus, highlighting the weak influence of static demographic traits and the strong interrelatedness of learned competencies, the study advocates for structured, needs-based training programs anchored in localized realities and adult learning principles.

### **Recommendation**

Based on the findings of the study, particularly the moderate ratings across the three core competencies of barangay tanods, such as gender sensitivity, first responder skills, and operational competency, the following recommendations are proposed to the Local Government Unit (LGU) of Braulio E. Dujali, the Department of the Interior and Local Government (DILG), and barangay-level leadership for strategic and actionable implementation:

**For Barangay Officials:** It is recommended that barangay councils in Braulio E. Dujali implement a comprehensive and regular training program that focuses on the lowest-rated competencies. Respectively, gender sensitivity modules that are aligned to the existing statutes of the Philippines must be reinforced relating to context-based scenarios, workshops on gender rights, and symposia from trusted professionals. Deficiency in performance duties must be addressed through hands-on field simulations and standard operating procedure (SOP drills) can be in use during basic surveillance, incident documentation, and coordination between stakeholders. In doing so, in terms of funding, the barangays should allocate a budget intended only for capability building in connection with the Barangay Peace and Order Council's annual Plan.

**For the Local Government of Braulio E. Dujali:** The conclusion of the research indicates the needs of institutionalizing a municipality-level Barangay Tanod Skill Enhancement Program with the collaboration of the concerned National Government Agency such as the DILG, PNP, and BFP. This initiative should baseline the result of this research by analyzing the Barangay Tanod's competencies in each domain. To add, an ordinance should be passed indicating the standardized competency requirements and training that address this phenomenon in relation to national safety frameworks.

**For Residents and Civil Society Organizations:** Residents should be empowered to support communitybased initiatives that promote inclusive and safe environments. Community awareness campaigns on the evolving role of tanods, especially in handling gender-related cases, should be conducted to foster trust and collaboration. Civil society groups may assist in designing participatory activities that enhance the tanods' soft skills, such as communication and mediation.

**For Students and Scholars of Public Administration:** Bachelor of Public Administration (BPA) students may engage in community extension projects, such as designing training modules or conducting research on emerging threats and community safety models. Faculty may also utilize the results of this study in classroom instruction, promoting applied learning in the field of local governance and human resource development.

**For Future Researchers:** It is recommended to conduct comparative studies across multiple municipalities to determine whether the findings in Braulio E. Dujali reflect broader trends. Future research may also examine the impact of skills training on actual performance outcomes of barangay tanods. Moreover, mixed-methods studies incorporating qualitative interviews or ethnographic approaches could provide deeper insights into the challenges and success factors in grassroots law enforcement.

These recommendations are anchored on the study's aim to enhance the effectiveness of barangay tanods and contribute to safer, more inclusive, and resilient local communities. Moreover, these aim not only to bridge competency gaps but also to contribute to a more responsive and professional barangay peacekeeping force. A sustained, localized, and inclusive training approach will ensure that barangay tanods evolve as capable frontline agents of safety and community resilience.

**Intervention Plan and Project Proposal for Skills Enhancement of Barangay Tanod**

**Intervention Title:** *Barangay Tanod Competency Enhancement Program*

**Goal:** Improve public safety and community responsiveness through skilled barangay tanods in Braulio E. Dujali.

Narrative Summary	Verifiable Indicators	Means of Verification	Assumptions
<b>Goal:</b> Enhanced community safety and security	Decrease in response time to barangay-level incidents, increased community trust rating	Community feedback surveys, Incident reports, and response metrics	LGU continues to support barangay peacekeeping initiatives
<b>Purpose:</b> To strengthen the core competencies of barangay tanods based on DILG standards	% increase in competency scores posttraining, increased participation in peacekeeping activities	Pre- and postassessment results, Attendance records in interventions	Tanods are available and motivated to attend capacity-building programs
Outputs	Performance Indicators	Means of Verification	Assumptions
1. Competency-based training modules developed	At least three standardized modules based on DILG domains created	Approved training manuals and DILGaligned content	Technical experts and budget are available
2. Tanods trained in gender sensitivity	90% of target tanods complete Gender Sensitivity training	Training attendance sheets, Certificate of completion	Sessions are contextualized and inclusive
3. Tanods trained in first response skills	85% of trainees demonstrate improved first responder skills in simulations	Practical evaluations, Trainer evaluations	Simulated drills and tools are accessible
4. Tanods trained in operational procedures	At least an 80% score above baseline in posttraining operations test	Pre- and post-tests	Facilities and environment conducive to training
Activities	Inputs/Resources Needed	Costs (Est.)	Assumptions
1. Module development workshops	Resource persons, DILG guidelines, Training team	Php 50,000	Experts and materials are available
2. Conduct of 3-day training sessions	Training venue, Meals and supplies, Trainers	Php 150,000	All barangays cooperate
3. Simulation and fieldbased exercises	Mock drills, First aid kits, Evaluation tools	Php 100,000	Active participation from tanods

4. Monitoring and evaluation	M&E tools, Feedback forms, Data analysts	Php 30,000	Timely and honest data collection
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### Project Proposal

**Project Title:**  
 Barangay Tanod Competency Enhancement Program (BTCEP)  
*“Empowering Frontline Peacekeepers Through Structured Training and Skills Development”*

**I. Rationale**  
 The barangay tanod serves as a frontline community peacekeeper and often the first responder in emergencies and local law enforcement. The findings of the skills assessment conducted in Braulio E. Dujali indicate that while barangay tanods demonstrate moderate levels of competency, there is no significant correlation between educational attainment and competency levels, suggesting the need for a targeted training intervention to fill skill gaps. The absence of significant skill differentiation based on demographics reinforces the importance of standardized, experience-based, and role-specific capacity-building programs to professionalize the service.  
 This project aims to operationalize the training domains outlined by the Department of the Interior and Local Government (DILG) gender sensitivity, first response, and operations to ensure that tanods can execute their roles with competence, compassion, and coordination.

**II. Objectives**  
**General Objective:**  
 To improve the service delivery and operational effectiveness of barangay tanods through a structured competency-based training program.  
**Specific Objectives:**

- To design and implement training modules aligned with the DILG tanod competency domains.
- To enhance tanods’ awareness and application of gender-sensitive policing.
- To improve barangay tanods’ emergency first response capabilities.
- To standardize and strengthen operational procedures related to community peace and order.

**III. Target Beneficiaries**

- 75 Barangay Tanods from the nine barangays in the Municipality of Braulio E. Dujali

**IV. Methodology and Activities**

Activity	Description	Output
1. Training Needs Review	Consolidation of baseline results from the study to finalize module content	Training framework and design document
2. Module Development Workshop	Experts from DILG, PNP, and local trainers co-develop content and simulations	3 finalized training modules
3. 3-Day Barangay Tanod Training	Delivery of training: 1 day each for Gender Sensitivity, First Responder	Trained tanods with completion certificates

Sessions	Skills, and Operations		
4. Simulation and Drill Activities	Real-life simulation of emergency response and operations tasks	Evaluation reports and improved skill assessment	
5. Post-Assessment and Feedback Evaluation	Pre- and post-training assessments and feedback gathering from participants	M&E report	

**V. Timeline**

Month	Activity
Month 1	Planning and coordination with LGU and barangays
Month 2	Training needs review and module design workshop
Month 3	Finalization of modules and logistics preparation
Month 4	Conduct of 3-day training sessions
Month 5	Simulation exercises and post-evaluation
Month 6	Reporting, policy integration, and project closure

**VI. Budget Estimate**

Item	Estimated Cost (₱)
Training materials and supplies	25,000
Resource persons and honoraria	50,000
Meals, venue, and accommodation	75,000
Simulation kits and evaluation tools	30,000
Monitoring and evaluation	20,000
<b>Total</b>	<b>₱200,000</b>

To be funded by LGU Braulio E. Dujali and/or Barangay Development Funds.

**VII. Monitoring and Evaluation Plan**

- **Tools:** Pre-test and post-test competency scores, trainer assessments, observation checklists, participant feedback forms.

- **Indicators of Success:**

- At least 80% of participants show increased post-training competency scores.
- 90% completion rate across all modules.
- Documented improvement in response procedures (simulated).

### VIII. Sustainability Plan

To ensure long-term impact, the following mechanisms will be institutionalized:

1. **Integration with Barangay Annual Investment Plan (AIP):** Barangays will allocate budget for continuous tanod training.
2. **Trainer Development:** Select tanods will be endorsed for Train-the-Trainer (TOT) workshops to cascade skills locally.
3. **Policy Endorsement:** Municipal ordinance or resolution will mandate competency-based training for all new tanods.
4. **Regular Refresher Training:** Scheduled every 2 years to maintain skills.

### IX. Expected Outcomes

- A force of barangay tanods with enhanced skills in gender sensitivity, emergency response, and peacekeeping operations.
- Reduction in community-level incident escalation due to competent first responders.
- Improved community perception of barangay-level safety and security.

The proposed project underscores the important role of barangay tanods in sustaining peace and order within the communities of Braulio E. Dujali. In light of the study’s findings, enhancing their knowledge and skills through continuous and well-structured training becomes essential to address the identified gaps in competency, particularly in gender sensitivity, emergency response, and operational duties. This initiative aims to ensure that tanods are adequately prepared to perform their responsibilities with discipline, awareness, and professionalism.

With strong support and coordination from the municipal and barangay leadership, the implementation of this project will serve as a practical response to the study’s objectives. It seeks to build a more competent and responsive corps of barangay tanods capable of promoting public safety and community trust. Through consistent capacity-building efforts, the project will help strengthen local governance and contribute to a safer and more resilient Municipality of Braulio E. Dujali.

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