2019 DOST-SEI

Career Incentive Program (CIP): An Evaluation Report

Department of Science and Technology
Science Education Institute

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Foreword

Since 1985, DOST-SEI has put in place some initiatives in order to tap the services of highly qualified scholar-graduates, both in the graduate and undergraduate levels, to undertake research and development (R&D) in the DOST agencies and regional offices, including placement in the Department of Education (DepEd). One of these initiatives is the DOST-SEI Career Incentive Program (CIP), a short-term scheme which provides the scholar-graduates opportunities to work in research and development (R&D) activities where they can contribute their knowledge and skills gained during their academic trainings. As of November 2019, a total of 127 scholar-graduates with MS and PhD degrees have already availed the said program.

Considering the increasing number of CIP grantees among scholar-graduates, an evaluation study of the program was conducted to provide a valuable window on information about the impact of the program to individual scholars, their host institutions as well as their contributions to the fields of science and technology and innovation, in general. SEI as the implementing agency of the CIP will continue to evaluate its programs so that we can continue to learn from what we do and to improve our programs further.

This report highlights the profile of the CIP grantees, their occupational information, significant contributions, including some relevant feedbacks, and recommendations from the respondents.

We hope that this report will encourage government agencies and institutions, academe, and industry sector to collaboratively work towards creating a sustainable reservoir of highly skilled competent S&T professionals in the country, through employment and placement of DOST-SEI scholar-graduates, which eventually would contribute to national development.

DR. JOSETTE T. BIYO
Director, DOST-SEI

Highlights

The 2019 Evaluation Report of the DOST-SEI Career Incentive Program highlights the impact of the program to individual CIP grantees and their host institutions. Particularly, this report presents the profile of the grantees in terms of age, marital status, fields of specialization, occupational information, significant accomplishments, benefits gained (both CIP grantees and host institutions), and level of satisfaction of the program, including some feedbacks from both respondents.

A total of 71 CIP recipients and 28 host institutions responded to the survey conducted from October 2018 to March 2019 using a self-administered questionnaire, either through the online Google Survey Form and survey questionnaire. The results showed that majority of the grantees were female (73.2%), and single (81.7%), with an average age of 29 years old, of whom the youngest was 23 and the oldest was 44 years old. From their fields of specialization, Chemistry (22.5% or 1 in 10 grantees) was found to be the most common field of specialization among the CIP grantees, followed by those in the field of Microbiology and Food Science and Technology, 1 in 10 (21.1%), in each of the fields. Most of CIP grantees were assigned in Research and Development Institutes (RDIs), Academe (Research Institutions based in Universities), and in the DOST Regional Offices under a contract of service (97.2%), either as Senior Science Research Specialist (S. SRS) or Supervising SRS. Two (2) were already hired by their respective host institutions as regular employees. Majority of the CIP grantees (95.8%) were scholar-graduates under the Accelerated Science and Technology Human Resource Development Program (ASTHRDP) with three (3) PhDs and 61 with MS degrees.

As to the nature of their work, majority (71.8%) mentioned that project management/ implementation and laboratory experimentations were part of their work, including data organization/analysis and technical report writing (67.6%); technology transfer and technology development (64.9%); and proposal conceptualization/ development (54.9%). Also, as revealed by 92.7% of the CIP grantees, their area of assignments were relevant to their academic trainings, and the extent of using their knowledge and skills at work were *Very Significant* among the 63% of the CIP grantees. Moreover, about half (45.1%) of CIP grantees served as technical paper presenters and resource persons in some events, have authored and published some articles and technical papers (33.8%), while almost a quarter (23.9%) of them have contributed to the technology and innovative development of some products produced, especially those working at the Food Innovation Centers in the regions, which they considered as their significant contributions and accomplishments as CIP grantees.

Regarding the benefits gained from the CIP program, approximately everyone (97.2%) mentioned that they acquired new knowledge, technical and practical skills in doing their work. A great majority also gained more self-confidence (87.3%) in performing their jobs, gained experience in policy planning and project development (71.8%); received higher income (70.4%), as well as established useful linkages and relevant contacts (67.6%). Also, majority of the CIP grantees and immediate supervisors gave an *Excellent* overall rating of the program.

Furthermore, most of the CIP grantees *Strongly Agree* that the program has encouraged them to work within the country (80.3%), enticed them to pursue S&T career in the Philippines to serve as models to the next generation of students (77.5%), encouraged them to undertake R&D (77.5%), inspired them to pursue postgraduate studies (60.6%), and has provided them with great opportunities through actual involvement in R&D and other technological services (64.8%). Likewise, majority (63.4%) of the grantees also strongly acknowledged that the program has greatly helped in ensuring immediate placement for DOST scholar-graduates, particularly in the graduate level.

On the part of the host institutions, some institutional gains from the program were also revealed which include the following: the program has provided them with additional skilled, adaptable and highly qualified professionals in their institutions; the program has contributed a lot to the creation of new products/technologies and development of project proposals and policies; and has provided actual R&D training opportunities for scholar-graduates.

Relevant recommendations and some feedbacks were also gathered from the respondents to improve the implementation of the program. It was recommended that CIP grantees be deployed in the R&D institutions for actual application of their knowledge and skills; more slots be provided in the regional government research institutions; longer duration of CIP contracts, especially in the conduct of R&D projects should be provided; financial support for relevant trainings, including participation in institutional-based trainings and workshops be provided; host institutions should participate particularly the immediate supervisors of CIP grantees during the orientation and presentation of accomplishments after the contract. Moreover, it was suggested that bi-annual meetings instead of an annual meeting with CIP grantees by the DOST-SEI management be conducted; and allowances for official travel, especially in fieldwork be provided. More promotional and information dissemination about the CIP to encourage other scholar-graduates to avail of the program were also suggested. The issues on the authorship and acknowledgement of CIP grantees in completed

researches/studies was also raised with suggestions that this be made clear, in the Contract of Service. Delays in the release of salary as well as non-disclosure of salary to the host institutions were also mentioned as issues and concerns of CIP grantees. However, it is important to mention that the salary of the CIP Researcher is indicated in the contract to which the supervisor, and head of the host institution are signatories.

Overall, the results of the evaluation are highly favorable. It provided valuable information on the relevance of the program not only to the CIP grantees and the host institutions, but more importantly the contributions of CIP grantees in R&D and innovation while working at their host institutions. The study is of value in crafting policies not only to sustain but also to improve the implementation of the program, and can likewise provide insights on the quality of DOST-SEI graduates thereby helping the agency in making its S&T Scholarship programs more responsive to the demands of the industry, the government, and the academe.

1

Introduction

Introduction

Background/Rationale

The Science Education Institute of the Department of Science and Technology (DOST-SEI) is mandated to implement programs geared towards the development of highly-skilled science and technology human resources needed for socio-economic development of the country. To fulfill this mandate, SEI undertakes, among others, undergraduate and graduate scholarship programs in the identified priority areas.

From 1962 up to August 2019, the DOST-SEI has already produced an estimated number of about 40,520 scholar-graduates in the undergraduate level and 3,501 in the graduate level, from the various municipalities/provinces/regions of the country.

Recognizing the increasing number of scholar-graduates every year, the DOST-SEI continues to intensify its efforts to formulate appropriate policies and strategies to facilitate the scholar-graduates' entry either in the government or private sectors or in the academe. The knowledge and skills of these scholar-graduates are believed to create value in the country's economic system, if invested optimally.

Even before passing the RA 7687 and RA 8439 scholarship programs, the department has already implemented several projects designed to avert the brain-drain of human resources in science and technology (S&T). This has started in 1970 when the defunct National Science Development Board (NSDB) implemented a project called "Incentives to Scientists and Technical Men including those returning from Abroad to Render Service in the Country". And in 1983, the project was renamed "Anti-Brain Drain Program", particulalry devised for the graduates of the NSDB scholarship programs. This program has then evolved into a more technical and research oriented concept and was called "Career Incentives Program (CIP) for NSTA-SPI-Scholar-Graduates" in 1985, but was later stopped in 1991 due to budgetary constraints.

However, in 2015, the DOST-SEI has again implemented the CIP, a short-term scheme to tap the services of highly qualified scholar-graduates in the graduate level to undertake Research and Development (R&D) in the DOST R&D Institutions/Regional Offices. The program is open to Master's and Ph.D. graduates where the scholar-graduates will be matched with the DOST agency/research

institution, as the host institution, where their specializations are needed in research projects and other S&T activities.

In 2019, a total of 150 slots were available for this placement program, and currently more than 100 scholar-graduates have already availed of the program. Moreover, this program addresses the administration's call to strengthen the country's S&T capability and avert unemployment of graduates of the DOST-SEI graduate scholarships and provide them opportunity to work in research activities where they can contribute their knowledge.

In this context, SEI conducted a survey among the CIP grantees, including their host institutions with the following objectives.

General Objective

To determine the impact of the DOST Career Incentive Program (CIP) to individual grantees and host institutions.

Specific Objectives

1. To describe the profile of CIP grantees according to age, sex, marital status, and fields of specialization;

2. To determine the occupational information of CIP grantees according to the nature of work; relevance of current job to academic training; and significant accomplishments in the host institutions;

3. To describe how the CIP benefited the individual grantees; and their host institutions;

4. To determine the level of satisfaction of CIP grantees and their host institutions of the program; and

5. To identify important issues and concerns and other feedback of CIP grantees and host institutions about the DOST CIP.

2

Methodology

Methodology

This survey covered a total of 71 CIP grantees and their host institutions who were purposely selected from the list of CIP grantees provided by the S&T Scholarship Division (STSD) of the Institute. The DOST-SEI Career Incentive Program survey was conducted by the Research Unit of the S&T Manpower Evaluation Research and Promotion Division (STMERPD) of SEI from October 2018 until March 2019.

A self-administered survey technique using a structured questionnaire was employed in collecting the data from the selected CIP grantees and host institutions. The CIP grantees' questionnaire consists of their profile and the occupational information (e.g., nature of work; relevance of current job to academic training; and significant accomplishments in the host institutions); benefits gained, and level of satisfaction; including feedback of the program. For the host institutions' questionnaire, information such as the type of host institution; nature of work where CIP grantees are assigned; the number of CIP grantees hired as regular employee; their ratings on some dimensions and over-all rating about the CIP including feedbacks were covered.

To make the questionnaire accessible to the respondents, an online Google Form was also created, in addition to the printed survey questionnaires which were distributed to the CIP grantees and host institutions in their respective offices during the 2018 year-end gathering of CIP grantees.

After the data collection, the responses were reviewed to check for possible errors and correctness of information, and encoded using MS Excel for the construction of database for all records. All data processing and analysis were done using the IBM Statistical Package for Social Sciences (SPSS version 25). Descriptive results such as tables, pie graphs, bar graphs, and cross tabulations were generated, while open-ended responses were reviewed and analyzed to categorize the themes expressed in their responses.

As with any inferential approach in data analysis, no statistical method was used to make any verification. Hence, any results obtained in this report are merely descriptive and not statistically conclusive.

3

Results

Results

A. Personal Information of CIP Grantees

This section presents the personal information of the CIP grantees who responded to the CIP survey. The information included in this section are the following: age, sex, civil status, fields of specialization, and position titles in the host institutions.

A.1 CIP Grantees by Sex, Civil Status, and Age

A total of 71 CIP grantees participated in the survey, of whom majority (73% or 52) were female, while less than one third (27% or 19) were male. High proportion of CIP grantees were single (82%), while less than twenty percent or 18% were married. The average age is 24 years old which indicates that the CIP grantees were relatively composed of young professionals, with 23 and 44 years old as minimum and maximum age, respectively (See Figure 1).

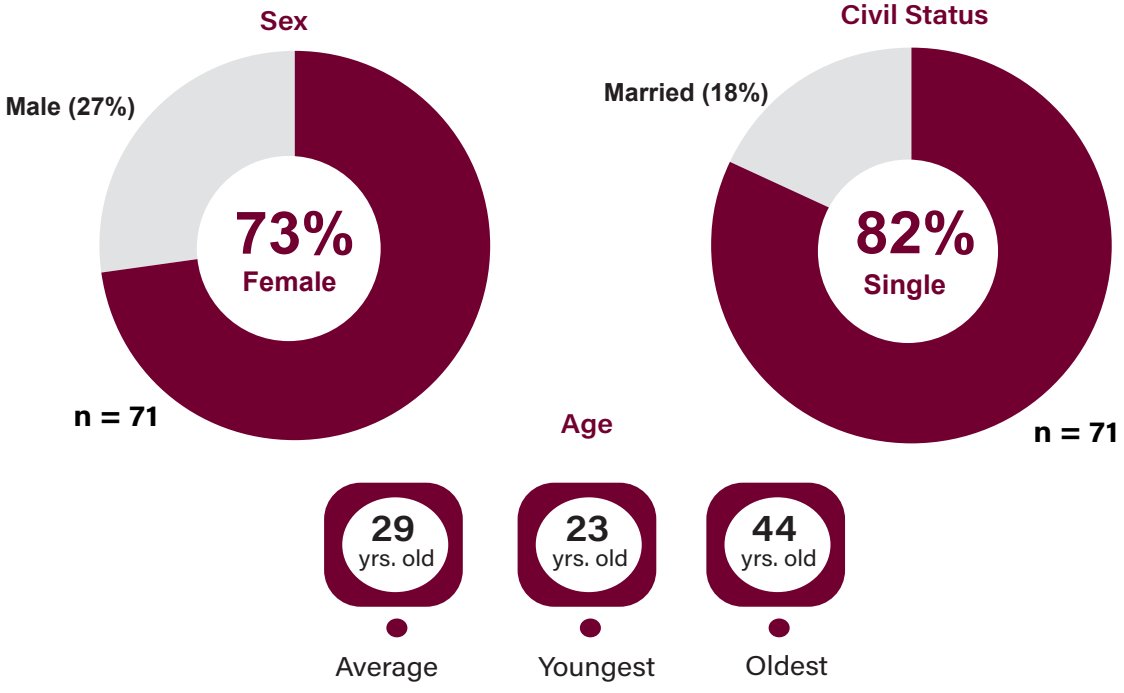

Figure 1. Percentage Distribution of CIP Grantees by Sex, Civil Status, and Age

A.2 CIP Grantees by Fields of Specialization

By fields of specialization, Figure 2 shows that 68 and three (3) among the CIP Grantees have Master's and Ph.D. degree, respectively. Those with Master's degree were mostly in the fields of Chemistry (22.5%), Microbiology (21.1%), and Food Science and Technology (21.1%). The Ph.D. graduates on the other hand, were in the fields of Molecular Biology (1.4%), Environmental Engineering (1.4%), and Mathematics (1.4%). The other Master's degree were in fields of Statistics (5.6%), Environmental Science (4.2%), Biology (4.2%), Physics (4.2%), Applied Nutrition (4.2%), Public Health (2.8%), Horticulture (2.8%) and Genetics (1. 4%).

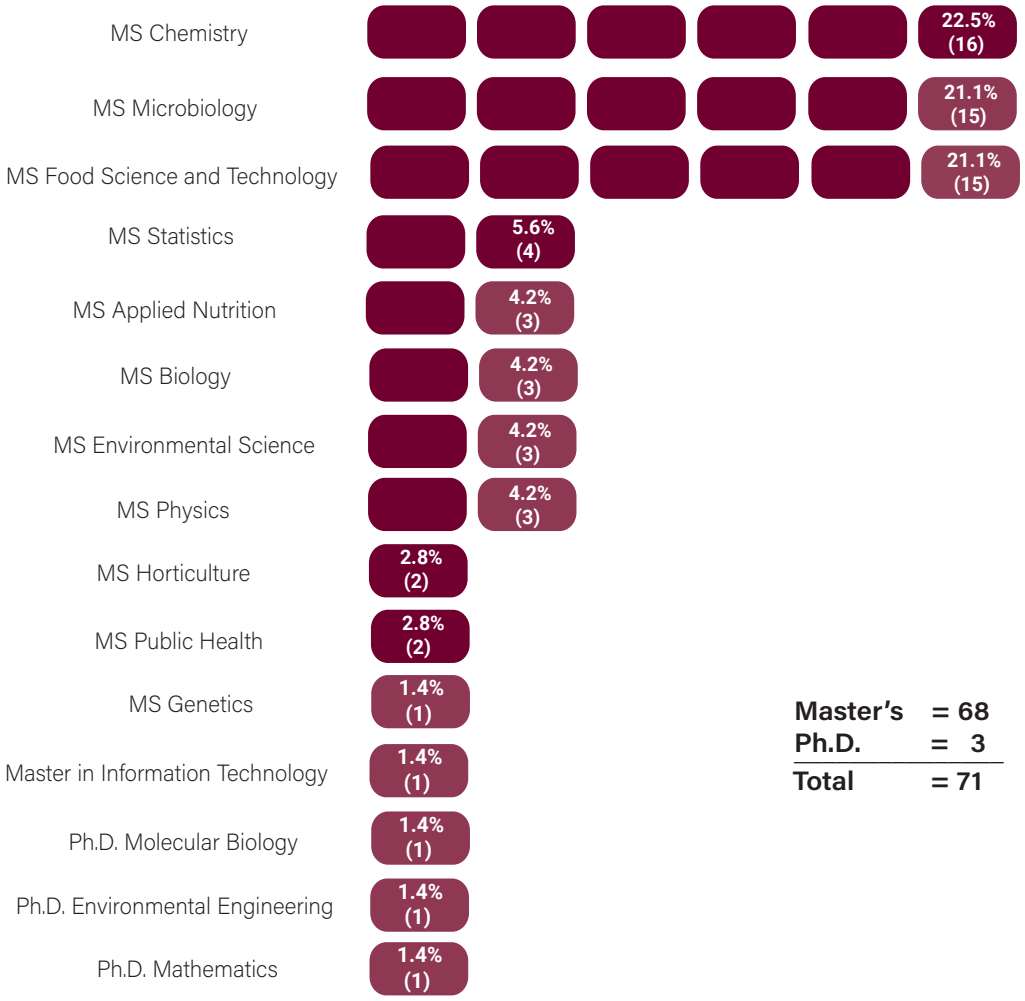

Figure 2. Percentage Distribution of CIP Grantees by Degree Course

A.3 CIP Grantees by Position Title

Under the DOST-CIP policy, the Master's and Ph.D. scholar-graduates will be hired as Senior Science Research Specialist and Supervising Science Research Specialist, respectively. Figure 3 shows that at the time of the survey, majority (97.2%) of the CIP grantees were under the Contract of Service, either as Senior Science Research Specialists (97.2%), and as Supervising Science Research Specialists (2.8%). Two of the CIP grantees were already hired as regular employees in their host institutions, as Senior Science Research Specialist with Ph.D. in Environmental Engineering, and as Science Research Specialist II with MS Food Science and Technology.

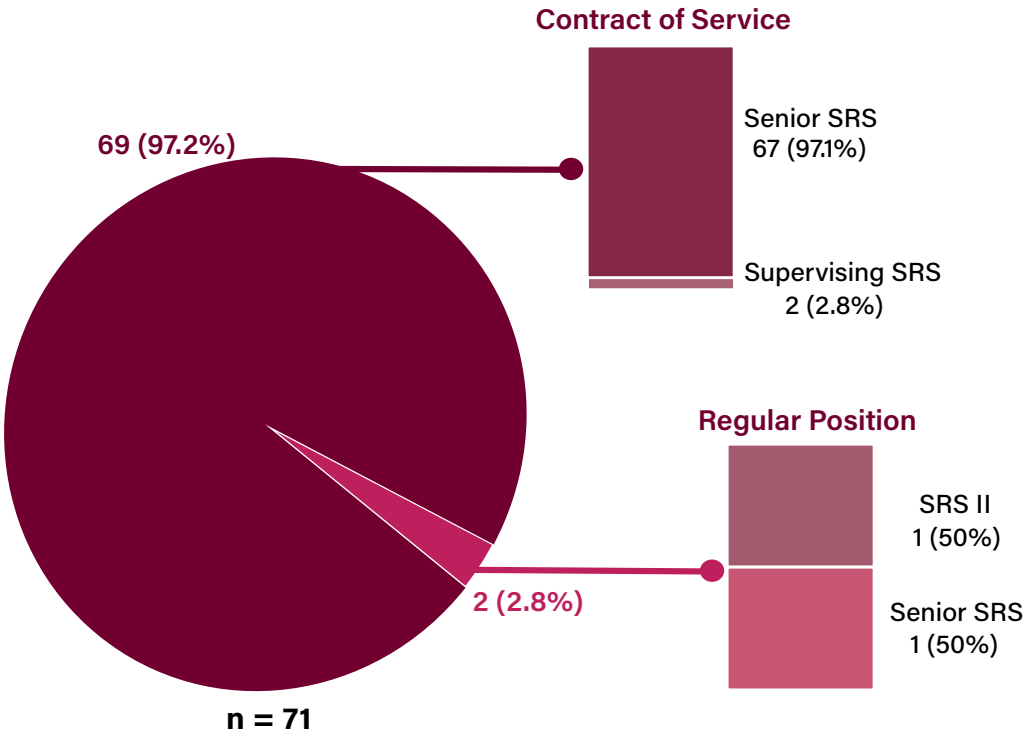

Figure 3. Percentage Distribution of CIP Grantees by Position Title

A.4 CIP Grantees by Type of Scholarship Grant

Among the CIP grantees, majority (97.2%) received a full-time scholarship grant, of whom 98.6% were under the Accelerated Science & Technology Human Resource Development Program (ASTHRDP), and only one (1.4%) CIP grantee from the scholarship program of Engineering Research and Development Technology (ERDT). Only 2.8% or two individuals were with thesis grants under the ASTHRDP. (See Figure 4).

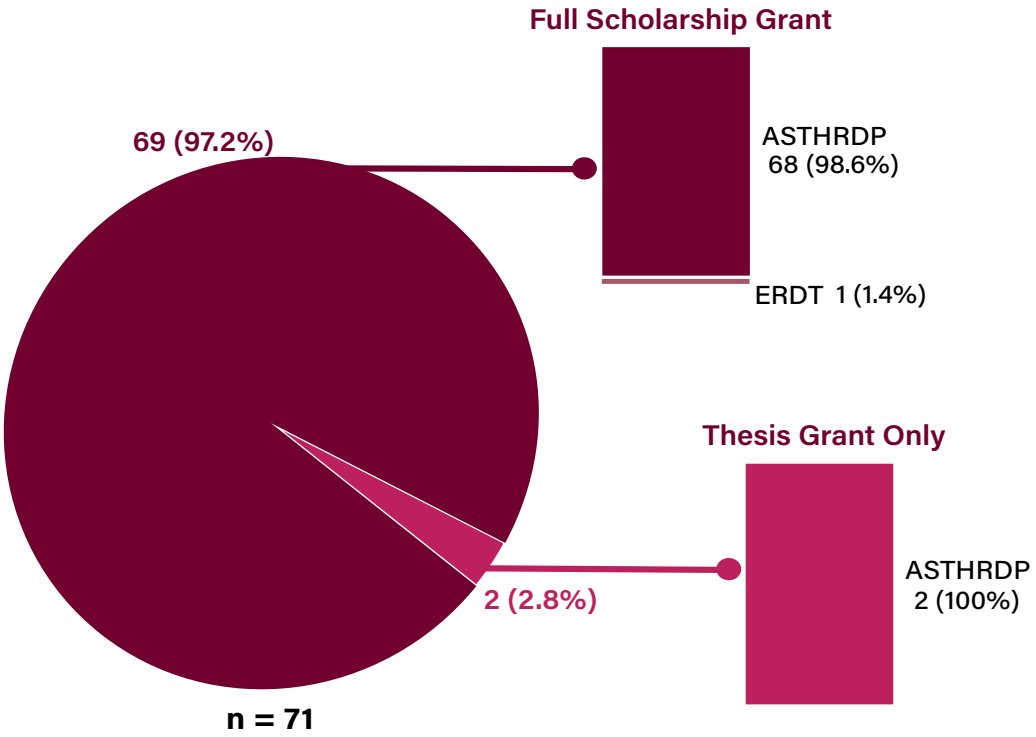

Figure 4. Percentage Distribution of CIP Grantees by Type of Scholarship Grant

B. Occupational Information of CIP Grantees

B.1 Host Institutions

As shown in Figure 5, more than one third of the CIP grantees were employed in the DOST Research and Development Institutions (37%) and in the Academe, that is, Research Institutions based in Universities (34%), while less than one fourth (21%) in the DOST Regional Offices. There were also CIP grantees who were employed in the DOST Service Institutes (4%) and in the DOST Central Offices (4%).

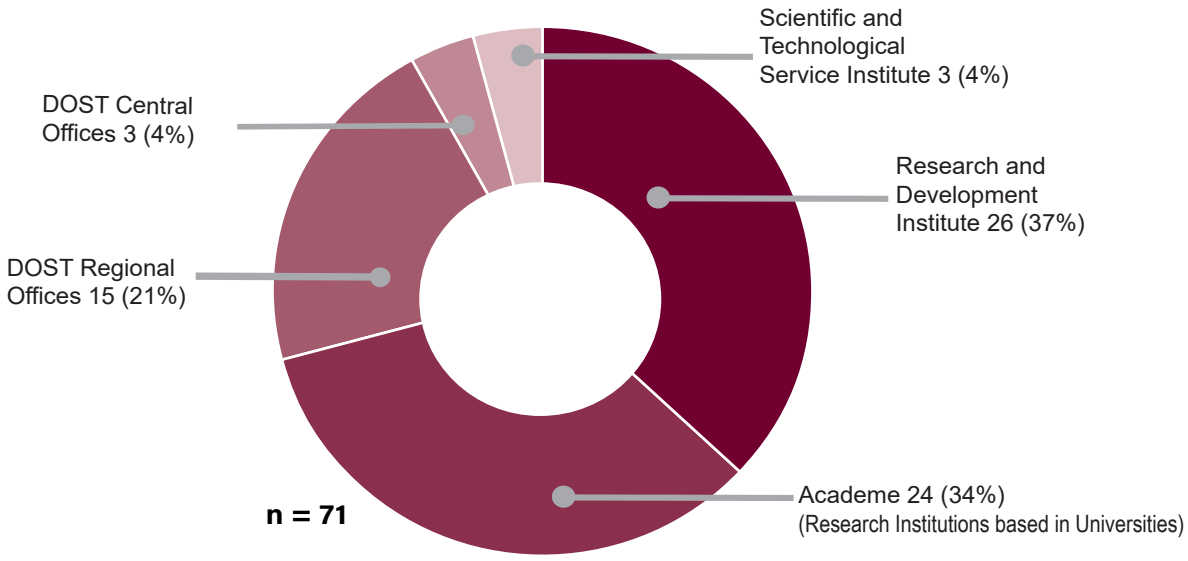

Figure 5. Percentage Distribution of CIP Grantees by Type of Host Institutions

B.2 Nature of Work

As shown in Figure 6 the CIP grantees were involved in various research and other science and technological activities. Majority of them were assigned in project management and implementation, which include laboratory and experimentation (71.8%); data organization/analysis and write-up/report writing (67.6%); technology transfer and technology development (64.9%); and proposal conceptualization/ development (54.9%).

Less than 50% mentioned that they were involved in surveys/data collection (40.8%); and about one third (31.0%) participated in project monitoring and evaluation. There were also some 12.7% CIP grantees who were involved in planning and policy development, while less than 5% in academic related works (e.g., teaching and thesis consultations), systems designs/programming and in management of finances and procurements jobs. It is important to note, that most of the CIP grantees who were employed in the academe were engaged in research and development (R&D) activities.

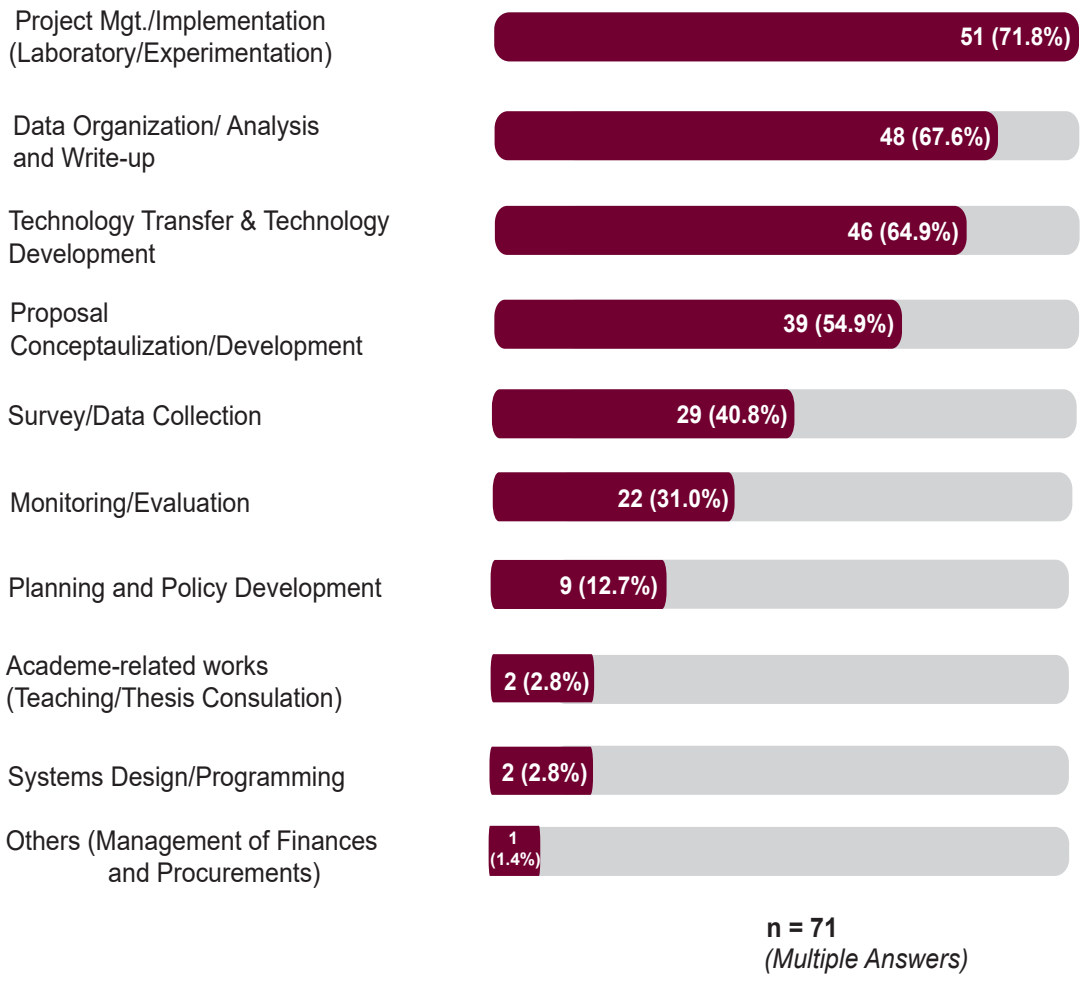

Figure 6. Percentage Distribution of CIP Grantees by Type of Work in the Host Institutions

B.3 Relevance of Current Job to Academic Training

The CIP respondents were asked about the relevance of their current job to their academic trainings. Majority indicated that their academic trainings (e.g., fields of specializations) were *Very Much Relevant* (57%) or *Much Relevant* (40%) to their current jobs in the host institutions. *Slightly Relevant* was reported only by 3% of the CIP respondents.

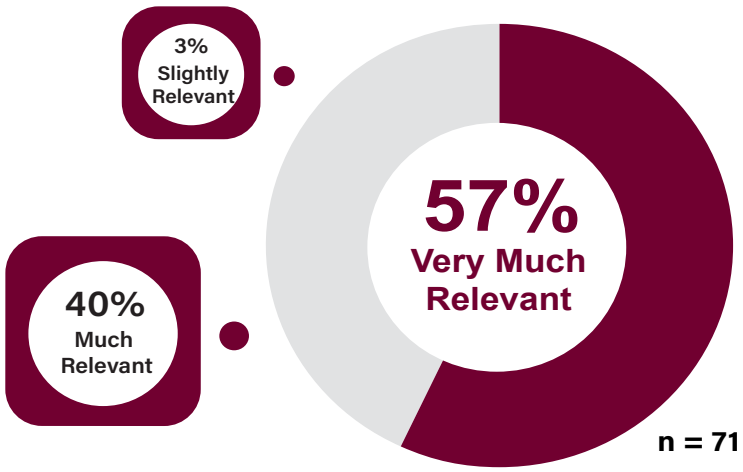

Figure 7. Percentage Distribution of CIP Grantees according to Relevance of Current Job to Academic Training

B.4 Extent of Using the Knowledge and Skills of CIP Grantees in their Work

When the CIP grantees were asked about the extent to which they used their knowledge and skills gained from their graduate studies in their current job, majority gave a *Very Significant* (64%) response, while about one third (32%) responded *Significant*. Those who indicated *Slightly Significant* (4%) were graduates in MS Chemistry (2) and MS Physics (1), who were assigned in other S&T activities such as proposal/project development/monitoring, data organization/write-up and technology transfer, which are non-chemistry/physics-based work.

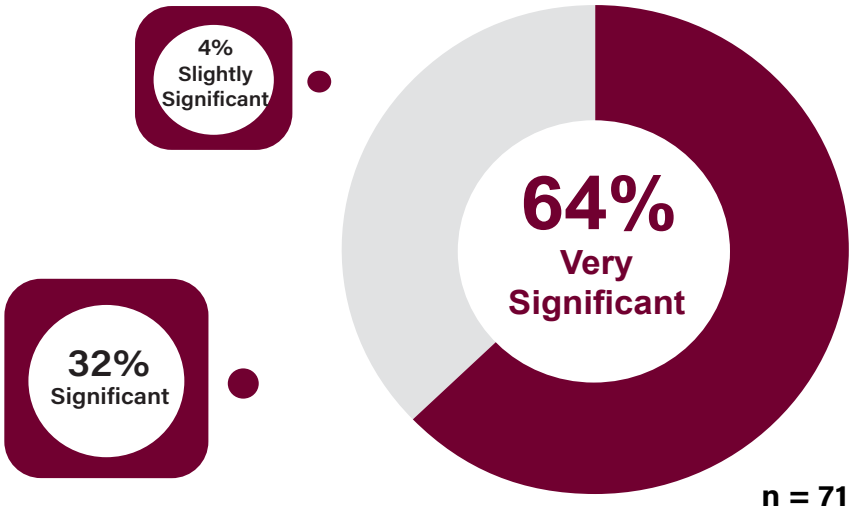

Figure 8. Percentage Distribution of CIP Grantees according to the Extent of Using their Knowledge and Skills in their Work

B.5 Significant Accomplishments of CIP Grantees

The significant accomplishments of CIP grantees in their host institutions were also asked. Most of the significant accomplishments cited by the CIP grantees include the following: they served as technical paper presenters and resource persons in various seminars/fora and trainings, technology transfers and consulting services (45.1%); they had authorship and publications of technical papers (33.8%) ; and they were involved in technology development and innovations (e.g., product development) and product prototyping (23.9%). Likewise, 12.7% and 4.2% of the CIP grantees also cited Awards and Recognitions received (e.g., best paper, finalist for outstanding research, best technical poster presentation); and participation in the IP application of products being developed as their significant accomplishments in their host institutions respectively.

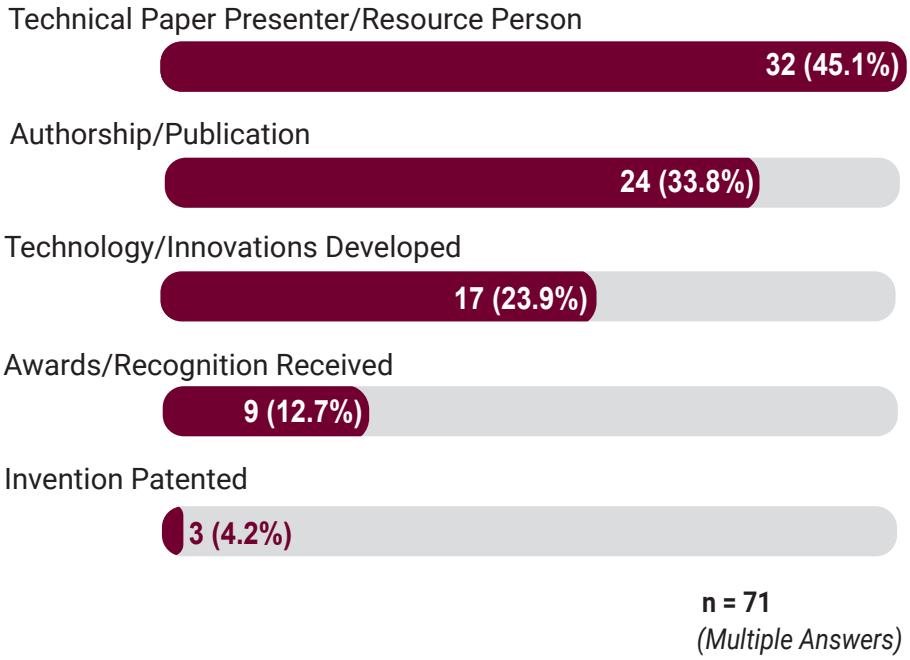

Figure 9. Percentage Distribution of CIP Grantees according to Significant Accomplishments

B.6 Benefits Gained by CIP Grantees from the Program

Majority of the CIP grantees placed great value in the following benefits gained from their host institutions: new knowledge, technical and practical skills (97.2%); self-confidence, especially in performing their job (87.3%); experience in planning/policy and program/project development (71.8%); higher income (70.4%); and establishment of useful linkages and relevant contacts (67.6%). Moreover, the value of awards and recognitions received (9.9%); permanent positions obtained (2.8%) from their host institutions; as well as the opportunity to mentor students and share their experiences (1.4%) were also among the gains cited by the CIP grantees.

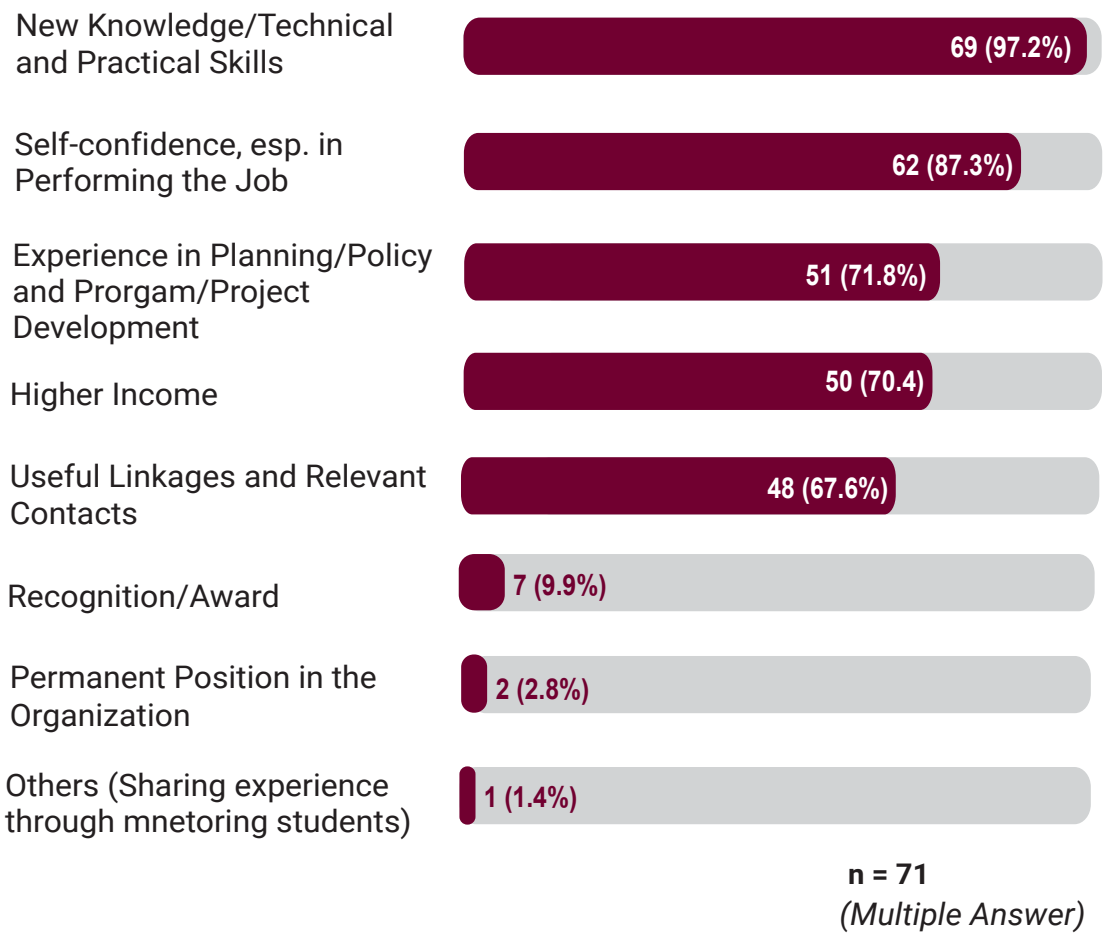

Figure 10. Responses of CIP Grantees on the Benefits Gained from the Program

B.7 Rating of the Career Incentive Program

The CIP grantees and host institutions were asked to give their overall ratings of the DOST Career Incentive Program. The respondents of the host institutions include some Directors, Deputy Quality Staff, Assistant Scientists, Division Chiefs, Project Leaders/Managers, Deans and immediate Supervisors of the CIP grantees.

Figure 11 shows that majority of the CIP grantees (58%) and respondents from the host institutions (54%) gave *Excellent* as their overall rating of the program. Thirty-nine percent (39%) rated *Very Satisfactory* from both groups of respondents, while 7% host institutions and 3% CIP grantees gave a *Satisfactory* overall rating of the program.

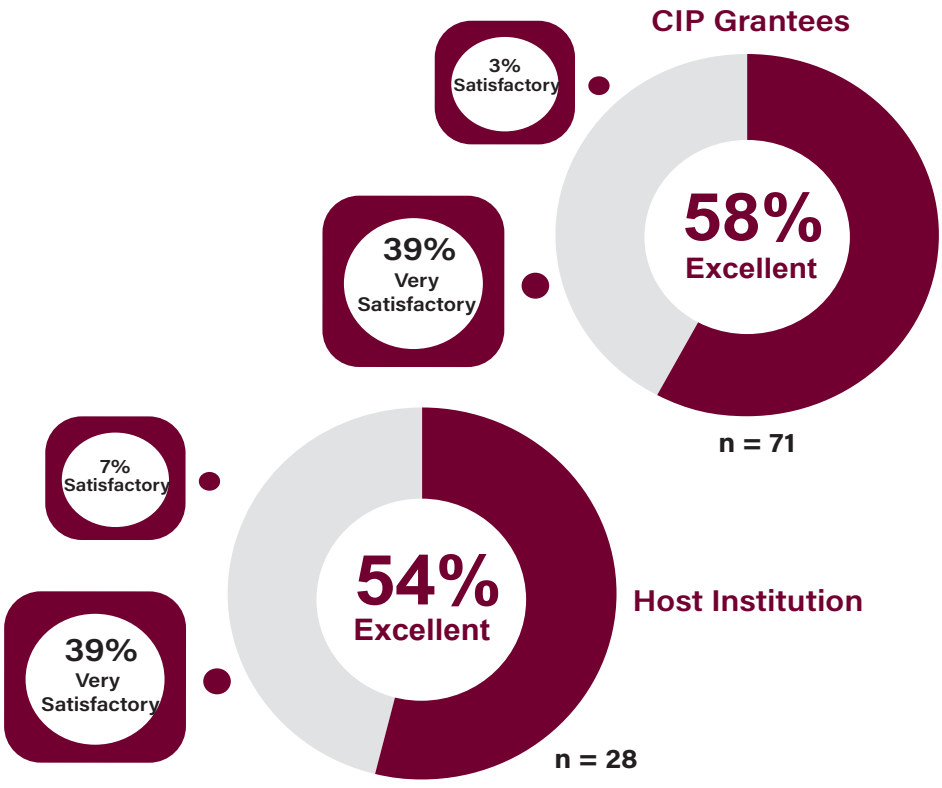

Figure 11. Percentage Distributions of CIP Grantees and Host Institutions according to the Overall Rating of the Career Incentive Program

Likewise, the CIP grantees were also asked to rate the various aspects of the program. Results showed that most of the CIP grantees rated *Very Good* for the following aspects: relationship with DOST-SEI scholarship staff (76.1%); working relationship with supervisors/peers in the host institutions (71.8%); requirements/application process (70.4%); clarity of the Terms and Conditions of the Contract (54.9%); workload/area of assignment (52.1%) and training for professional growth and development (47.9%). Many of the CIP grantees rated *Good* on the other aspects of the program such as the availability of R&D facilities of the host institutions (49.3%); availability of information about CIP (45.1%); and timeliness of processing of wages (45.1%). See Figure 12.

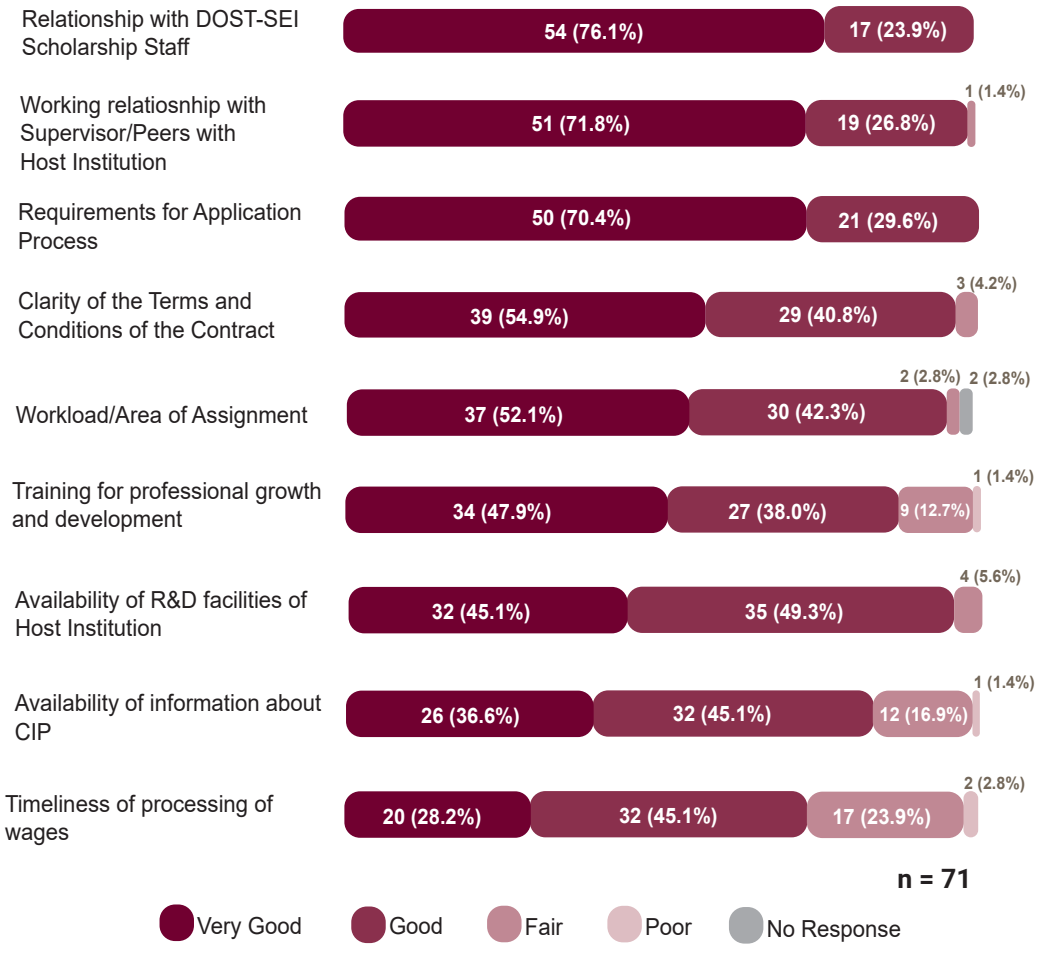

Figure 12. Rating of the grantees according to the various aspects of the Career Incentive Program

On the other hand, Figure 13 shows that a larger proportion of the respondents from the host institutions rated *Very Satisfactory* on the duration of the contract of CIP grantees (60.7%); and qualification requirements to qualify for the CIP (50.0%).

Notably, almost half of the host institutions gave an *Excellent* (46.4%) or a *Very Satisfactory* (42.9%) rating on the over-all performance of the CIP grantees relative to their work assignments.

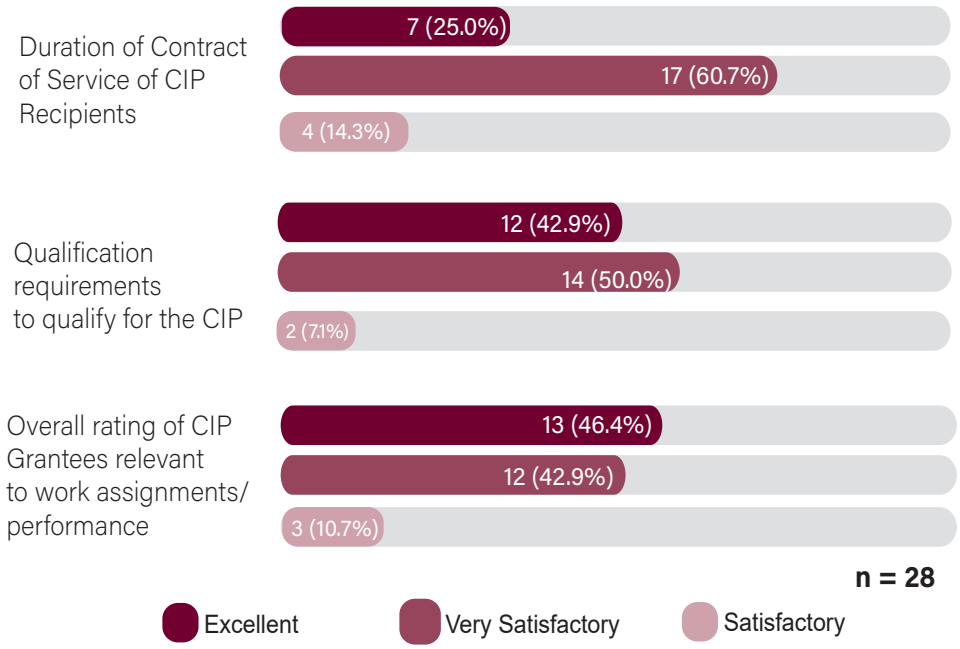

Figure 13. Responses of the Host Institutions on the selected aspects of the CIP

Figure 14 shows how the CIP grantees viewed the program in terms of their degree of agreement to the statements relating to the merits of the program. More than 75% *Strongly Agree* that the program encourages the scholar-graduates to work within the country (80.3%); to pursue S&T careers in the Philippines, and serve as models to the next generation of students (77.5%); and to undertake R&D (77.5%). More than 50% also *Strongly Agree* that the CIP provides training opportunities through actual involvement in R&D and other technological services (65%); ensures immediate placement of DOST scholar-graduate (63%); and encourages them to pursue graduate studies (60.6%).

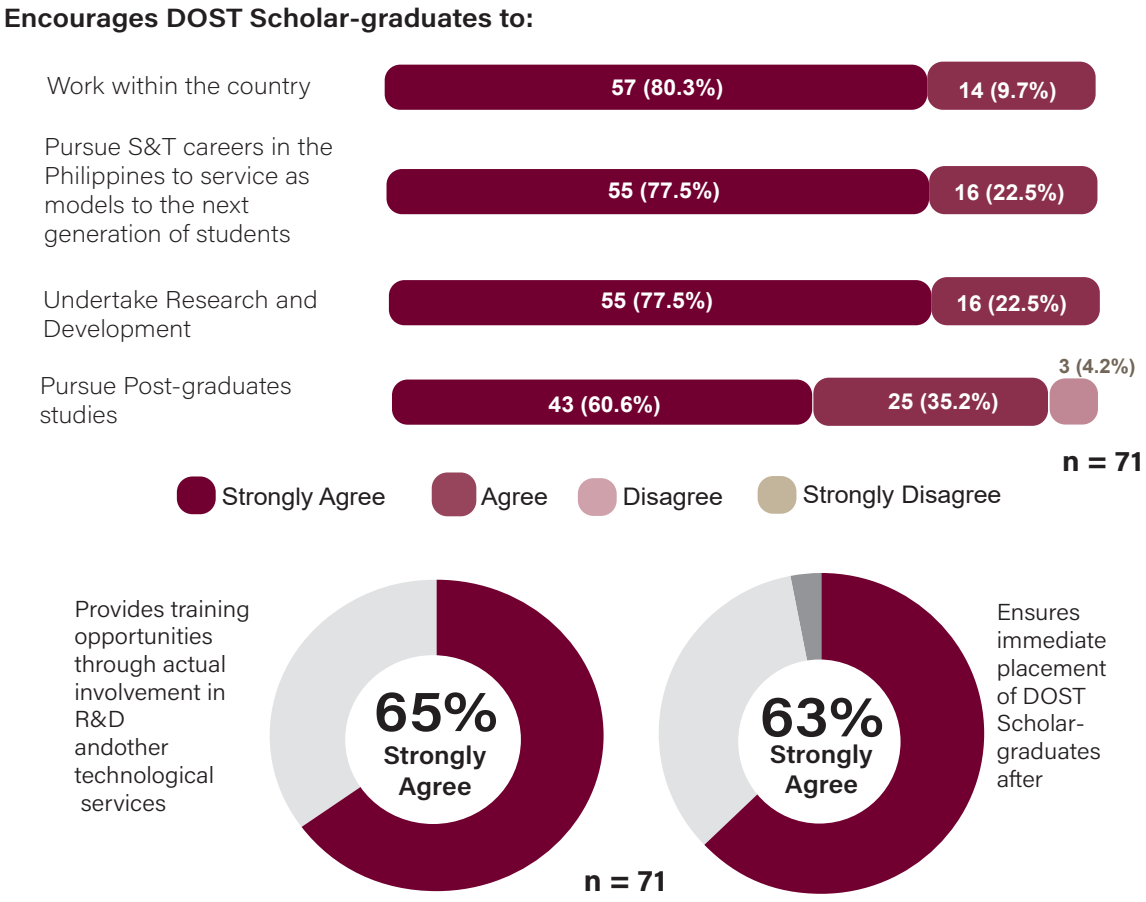

Figure 14. Distribution of CIP Grantees according to their views and opinions of the CIP

C. Contributions of DOST-CIP to the Host Institutions

The host institutions were asked to describe briefly how the DOST CIP has contributed to the attainment of the project's objectives and to the goals of the host institution, in general. Twenty-eight respondents from the host institutions provided their testimonials, and upon content analysis, three themes have emerged in their responses, as follows, the CIP has: 1) provided additional skilled, adaptable and highly qualified professionals in their institution; 2) contributed to the development and creation of new products/technologies/project proposals, and policies; and 3) provided actual R&D training opportunties for scholar-graduates.

Below are some of the testimonials from the host institutions that fell into each of the themes.

1) Provided additional skilled, adaptable and highly qualified professionals

"The CIP contributed in the increase of the number researches from external funding; number of published researches that helped in the attainment of SG1&2."

"With the DOST CIP program, we were able to have brilliant Research Assistants who help us attain our projects objectives in applying Mathematics and Statistics to better understand mechanisms of systems/networks."

"DOST CIP increases the human resource of the institution that is a great help in the researches and other tasks assigned to the host unit/department."

"Provides capable support where needed; CIP Scholars easily adapt and perform well".

"The CIP has played an important part in the implementation of the project and in the attainment of project goals. Moreover, the qualification of detailed CIP personnel is well suited to his assigned research of analytical task."

"The DOST CIP contributed to the available manpower requirement of the host institution. They are highly qualified and can easily adapt to the work environment. Likewise, they act accordingly to the challenges met in the research and development of the program."

2) Contributed to the development and creation of new products/ technologies/project proposals and policies

"The CIP Scholar is handling matters pertaining to New Breeding Innovations and in the preparation of briefing materials for conduction of the NCSP in the development of policies on modern biotechnology."

"With the DOST CIPs deployment of scholar-graduates, the DOST 1 RSTL validated Analytical Method on Trans-Fat Cholesterol and Arsenic in water, Established Shelf-Life Testing and Sensory Evaluation Laboratory and Food Product Development at PSU-FICsaX specialization, and harness their knowledge, skills, values and expertise in becoming responsible scientists/citizens."

"R&D activities being performed by CIP Recipients enables the creation of Package of Technologies (POT) for adoption of interested parties MSMES."

"Contributed greatly to the accomplishments of special projects in the Regions."

3) Provided actual R&D training opportunities for scholar-graduates.

"The Program was very helpful in exposing the CIP recipients to actual R&D implementation."

4

Feedback of CIP Grantees and Host Institutions

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This section presents the feedback, including issues and concerns of CIP grantees and host institutions, which were analyzed to categorize the theme expressed in their responses. Five main themes were identified, as follows: 1) employment and deployment; 2) information dissemination; 3) professional growth and development; 4) authorship/acknowledgement in completed studies/researches; and 5) administrative matters (e.g., salary; application process; report submission; regular meeting with SEI and CIP grantees; incentive; Contract of Service; and acknowledgement of CIP grantees in completed studies/researches). Below are the specific feedback/issues and concerns that fell under each theme.

1) Employment and Deployment

According to some CIP grantees, they should be deployed in institutions with laboratories so they can apply and practice their knowledge and expertise in the R&D activities, and in other DOST-funded projects to provide more job opportunities for scholar-graduates. It was also raised that a MOA between DOST-SEI and host institution regarding priority hiring of CIP grantees for permanent positions in the host institutions be established.

For the host institutions, it was suggested that more slots be provided to the regional government research institutions; and development of a more versatile policy options for short and long-term deployment of CIP grantees for more effective distribution and utilization of scholar-graduates. Likewise, a longer duration of Contract of Service, especially for the conduct of R&D and programming activities was also suggested.

2) Professional Growth and Development

The CIP Grantees mentioned that the DOST-SEI should provide financial support for other relevant trainings, including participation in institutional-based trainings and workshops. The Host Institutions on the other hand, cited the expansion of CIP benefits for the presentation of research outputs in scientific meetings/conferences/symposia both local and international of CIP grantees.

3) Information Dissemination

The CIP Grantees also suggested to conduct more promotional and information dissemination activities about the program to encourage other scholar-graduates to avail of the CIP.

4) Authorship/Acknowledgement in Completed Studies/Researches

The Authorship/acknowledgement in completed studies/researches participated in by CIP grantees should be stipulated in the Contract of Service/CIP MOA between DOST-SEI and host institutions for purposes of clarity.

5) Administrative Matters

The issues and concerns that fall under the administrative matters coming from the CIP grantees were categorized as follows: *1) Salary: (if possible) non-disclosure of salary to the host institutions should be adopted to avoid future issues; the delay in the processing of salary should be shortened, especially during long weekends; 2) Application process: the period of application process should be reduced, while non-qualified applicants should be given feedback for not being selected or chosen for the job; 3) Report submission: report submissions and other processes should be computerized; 4) Regular meetings: conduct of bi-annual meetings instead of an annual meeting with DOST CIP personnel should be adopted; 5) Incentives: incentive/ allowances for official travel, especially in the field should be provided; and 6) Teaching load: teaching load with the host institution should be made clear.*

The host institutions on the other hand, recommended the following: *1) Contract of Service: a one-year renewal of CIP Contract instead of a six month contract, especially for the conduct of R&D projects; and 2) Participation in meetings: include supervisors of CIP grantees in meetings, particularly during the orientation and presentation of accomplishments after the contract period.*

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Conclusion and Recommendations

Conclusion and Recommendations

The information presented in this report revealed that the Career Incentive Program was beneficial both to the CIP grantees and the host institutions. The results consistently showed positive responses to the program, as expressed in the testimonials of the CIP grantees and the respondents from the host institutions. An *Excellent* overall rating of the program was given by the majority of both groups of respondents and the responses for the other aspects of the program were also highly encouraging, with *Excellent/Very Satisfactory* or *Very Good* as the predominant ratings. However, medium responses from the CIP grantees were noted on the availability of laboratory facilities of the host institutions, awareness of the CIP, and processing of wages of the grantees.

Some important evidences regarding the significant impact of the program to the personal lives and professional development of individual CIP grantees were also revealed. Through the program, the grantees acquired new knowledge, technical and practical skills, and gained more self-confidence in performing their jobs. Definitely these gains, including their experiences in program/project development, useful linkages and relevant professional contacts they have established may be used in improving their effectiveness in performing their present as well as their future responsibilities as S&T professionals. These are some of the important outcomes that support the success of the CIP, in terms of achieving its goals and objectives.

Furthermore, the results of the survey indicated that more than just ensuring an immediate placement of DOST scholar-graduates after graduation, the CIP encourages the scholar-graduates to work in the country and serve as models for the next generation. Undoubtedly, the culture of giving back after the scholarship has been created through this placement program. Thus, there is an expressed need for the DOST-SEI management to expand their efforts to ensure that the program targets as many qualified scholar-graduates as possible, for deployment in various research and development institutions in the country, particularly in the regions and other government R&D institutions. Majority also strongly agreed that the CIP encourages the scholar-graduates to pursue further studies, and provides training opportunities to become future scientists.

On the part of the host institutions, there were institutional gains reported. Most of the host institutions articulated that they were able to develop new researches and innovations by tapping highly skilled and qualified DOST scholar-graduates. It was also reported that they were able to accomplish special R&D projects that contributed a lot in the attainment of the goals and objectives of the host institutions.

Given the above information, the SEI as the implementing agency of the CIP, should not lose sight on the issues and concerns and the recommendations from the respondents to better improve the program. The results of the survey however, provided valuable information on the relevance of the program not only to the CIP grantees and the host institutions, but more importantly in recognizing the significant contributions of scholar-graduates in the areas of R&D and innovations. While these findings may not be a representative of all CIP grantees and host institutions, the results provided an insight on how the grantees and host institutions viewed the program.

Moreover, this report serves as vital inputs not only in evaluating the CIP but also in determining the quality of scholar-graduates of the DOST-SEI scholarship programs, which can be used as a benchmark in producing and deploying more qualified and competitive graduates needed by the country for development.

Lastly, it is important to mention the extensive efforts done by the researchers into tracking and contacting the individual CIP grantees. There should be a mechanism instituted to oblige the scholar-graduates who benefited from the CIP to maintain contact with DOST-SEI, as the sending institution.

ANNEXES

Annex 1. Number of CIP Grantees according to the Host Institutions (Respondents)

Name of Host Institution	No. of Deployed Scholar Graduates
Industrial Technology Development Institute	13
Food and Nutrition Research Institute	9
Philippine Genome Center (UP-Diliman)	6
MSU - Iligan Institute of Technology	5
DOST - NCR	4
DOST - Regional Office 8	4
University of San Agustin	4
University of the Philippines - Los Baños	4
Science Education Institute	3
Philippine Nuclear Research Institute	3
DOST - Regional Office 10	2
DOST - Regional Office 11	2
Forest Products Research and Development Institute	2
National Committee on Biosafety of the Philippines	2
Office of the Undersecretary for R&D	2
Center for Tropical Mushroom Research and Development	1
De La Salle University	1
DOST - Regional Office 1	1
DOST - Regional Office 3	1
Philippine Carabao Center	1
Pangasinan State University (Food Innovation Center)	1
Philippine Textile Research Institute	1
DOST-UP Diliman Food Innovation Facility	1
Total	**71**

Annex 2. CIP Grantees' Hired as Regular Employees by Host Institution (Respondents)

Gender	Degree	Position	Host Institute
Male	Ph.D. Environmental Engineering	Senior SRS	Philippine Nuclear Research Institute
Male	MS Food Science and Technology	SRS II	DOST-NCR

Annex 3. 2018 Year-End CIP Evaluation Meeting

The CIP recipients together with Dr. Josette T. Biyo (SEI Director), Dr. Evelyn C. Creencia (Director of the Office of the Vice Chancellor for Research and Extension, MSU-IIT), Ms. Ma. Daisy Demoni (Supervising SRS, SEI), and Mr. Edwin Lopez (SRS II, SEI), during the year-end gathering, evaluation, and reporting of the accomplishments made by the recipients from their respective offices.

(From left) Dr. Biyo and Ms. Demoni as they listened to the accomplishment reports of the representatives from each of the host institutions.

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