Competency Of Newly Elected Sangguniang Kabataan (Sk) Officials In Tarlac City: Basis For Capacity Development Training

Ryan B. Dela Cruz

College of Public Administration and Governance
Tarlac State University, Romulo Blvd. San Vicente Tarlac City, Tarlac 2300

Abstract: The research assessed the competencies of newly elected Sangguniang Kabataan (SK) officials in Tarlac City, focusing on capacity development to improve youth governance. It used a quantitative approach to evaluate 76 barangay, revealing that officials were "Moderately Competent" with a grand mean score of 4.30. Despite this, improvements were needed for full competency. No significant correlations were found between competency and profile factors like age, gender, education attainment, and employment status. Major issues included a lack of resources, highlighted by 243 respondents. Proposed solutions included a Livelihood Partnership for funding and targeted capacity development training on Sangguniang Kabataan (SK) functions, governance, and ethical standards.

Key words: Competency, Sangguniang Kabataan, Power and Functions, Decentralization and Local Governance, Meeting and Resolution, Planning and Budgeting, Code of Conduct, Tarlac City, Funds, and Barangay

I. INTRODUCTION

Youth Leaders emerged as a powerful force on the global stage, advocating for justice and influencing policy across borders. Their activism demonstrated their commitment to societal issues and highlighted their ability to inspire collective action and drive progress. International youth leadership proved crucial for mobilizing communities, leveraging digital platforms, and challenging established norms. Youth leaders brought fresh perspective on complex issues, fostering discussions on sustainable development, human, rights, and inclusive growth.

Effective international youth leadership depended on digital connectivity, which facilitated campaign coordination and resource sharing. Social media accelerated the spread information and support for advocacy efforts. Mentorship and institutional backing were also essential, offering guidance and opportunities for skill development. Organizations that empowered youth provided training, financial support, and advocacy platforms. A notable example of transformative youth leadership was Malala Yousafzai. From Pakistan's Swat Valley, Malala defined Taliban oppression to advocate for girls' education, gaining global attention after surviving an assassination attempt in 2012. Her resilience earned her the Nobel Peace Prize in 2014 and led to the creation of the Malala Fund. Her advocacy continued to champion educational rights and influence policy reforms worldwide.

In the Philippines, the Katipunan ng Kabataan (KK) and the National Youth Commission (NYC) played significant roles in youth leadership development. The Sangguniang Kabataan (SK) at the barangay level, supported by the 1991 Local Government Code, aimed to foster youth participation in local governance. Despite challenges like corruption and a need for reform, the Sk provided a platform for youth leadership and community development.

Proposed capacity development training for SK officials in Tarlac City was crucial for enhancing their skills and effectiveness. By addressing specific needs and fostering collaboration among stakeholders, these training programs aimed to improve governance and community service. the research on SK officials' competencies underscored the importance of continuous support and strategic training to empower young leaders and drive positive change. The collaboration among local government, civil society, academe, and practitioners aimed to build strong support system for Sangguniang Kabaatan (SK) officials. These partnerships enhance SK officials' capabilities, improving youth governance and community development. With extensive experience in empowering youth through various programs and projects, the researcher provided valuable insights and contributed to effective training for newly elected Sangguniang Kabaatan (SK) officials in Tarlac City.

II. METHODOLOGY

The competency of newly elected Sangguniang Kabatan (SK) officials in Tarlac City, which served as the basis for capacity development training, was measures by the researchers using a quantitative correlational approach. These methods allowed fir the systematic and objective measurements of various competencies possessed by the youth leaders. The study was conducted in Tarlac City, which was the first city in the province of Tarlac and served as its capital. It covered an area of 274.7 square kilometers and considered of 76 barangays.

For sampling design, purposive sampling was used for known total number of newly elected SK officials, while random sampling was used for SK councilors, barangay officials, and youth members in the community, who were the study's respondents. This approach effectively avoided bias in the selection process and conserved valuable resources, which was crucial during uncertain periods.

The data gathering procedure included surveys, interviews, and documentary analysis. To interpret the results, data analysis used Pearson's r, hypothesis formulation, frequency count, percentage, ranking, mean, and likert scale.

III. RESULTS AND DISCUSSION

The data presented in the study showing how the objectives were met through the analysis of the collected dataset. It covered the profiles of newly elected Sangguniang Kabataan officials in Tarlac City, their competencies, and the significant relationships within their profiles. Showing also the problems encountered and proposed measures to improve the capacity development training for SK Officials. Finally, it discussed the study's implications for public administration.

3.1 Profile of the Newly Elected Sangguniang Kabataan (SK) Officials in Tarlac City

The Sangguniang Kabataan (SK) in Tarlac City elected a new set of officials, offering a new perspective on local governance, understanding their demographic profile provided insight into the new leadership's potential to address youth issues. Analyzing their age, gender, education, and employment backgrounds assessed their readiness and capability to serve their communities. The study included all seventy-six (76) barangays, with each having one SK Chairperson and two SK Councillors, totaling two hundred twenty-eight respondents.

Table 1

Profile of the Newly Elected Sangguniang Kabataan (SK) Officials in Tarlac City

Profile	Indicator	f	%
Age	21 years – 23 years	110	48.25
	24 years – 26 years	64	24.07
	18 years – 20 years	54	23.68
Gender	Male	132	57.89
	Female	93	40.79
	LGBTQIA+	3	1.32
Educational Attainment	College Level	119	52.19
	College Graduate	51	22.37
	Senior High School	48	21.05
	Vocational	10	4.39
Employment Status	Unemployed	106	46.49
	Part-time	67	29.39
	Self-employed	36	15.79
	Employed	19	8.33

The 21 to 23 years old age group, making up 48.25% of newly elected SK officials in Tarlac City, balanced youth energy with emerging maturity. This demographic bridged the gap between younger and more experienced mambers, enriching perspective and fostering a dynamic, inclusive environment within the Sangguniang Kabatan. Moreover, Males constituted 57.89% with one hundred thirty two (132) officials of the newly elected SK officials in Tarlac City. this male majority, influenced by youth programs like sports and charismatic leadership, reflected broader trends in political participation and leadership.

The largest group of newly elected Sangguniang Kabataan (SK) officials, comprising 106 members or 46.49%, was unemployed and likely in Senior High School or College. Many had completed some college coursework while managing their SK responsibilities with support from co-officials and government scholarships, contributing their academic backgrounds to policy discussions.

3.2 Competency of Newly Elected Sangguniang Kabataan (SK) Officials in Tarlac City

The Sangguniang Kabataan (SK) was a youth governance body in the Philippines, specifically designed to encourage youth participation in local governance. The competency of newly elected SK officials was crucial for the successful implementation of youth-oriented programs and initiatives at the local level. Evaluating their capabilities involved examining their understanding and execution of the SK's power and functions, their role in decentralization and local governance, their efficiency in conducting meetings and passing resolutions, their planning and budgeting skills, and their adherence to the Code of Conduct and Ethical Standards. The respondents for this study are not only the Sangguniang Kabataan (SK) officials, but also their Barangay officials and youth members, to encourage greater participation and avoid biases.

3.2.1 Power and Functions of Sangguniang Kabataan

The SK held powers and functions mandated in Local Government Code. These included providing programs to promote the general welfare of the youth, conducting regular youth consultations, and serving as a way for youth involvement in local governance.

Table 2

Competency of the Respondents in terms of Power and Functions of Sangguniang Kabataan

Statement	Mean	Adjectival Description
The Sangguniang Kabataan (SK) shall collaborate and establish an agreement with the Katipunan ng Kabataan (KK) within three (3) months of taking office in developing a three (3)-year continuous plan called the Comprehensive Barangay Youth Development Plan (CBYDP).	4.84	Highly Competent
The SK shall promulgate necessary resolutions to carry out the objectives of the youth in the barangay in accordance with the CBYDP and the applicable provisions of the Republic Act 10742.	4.75	Highly Competent
The SK shall align the CBYDP with the Philippine Youth Development Plan (PYDP) and other Local Youth Development Plans at every level; municipal, city, and provincial.	4.74	Highly Competent
The SK shall adopt and implement a policy on full public disclosure of all its transactions and documents involving public interest.	4.67	Highly Competent
The SK shall hold fund-raising activities aligned with CBYDP which will be tax-free and go to the Sangguniang Kabataan's general fund.	4.62	Highly Competent
The SK shall collaborate with the LYDC to plan and implement projects and programs on specific advocacies such as good governance, climate change adaptation, disaster risk reduction and resilience, youth employment and livelihood, health and anti-drug abuse, gender sensitivity, and sports development.	4.60	Highly Competent
Before the new fiscal year begins, the annual budget for the Annual Barangay Youth Investment Program (ABYIP) needs approval.	4.48	Moderately Competent
The SK initiates and implements programs and projects in coordination with any national government agency and/ or any private or nongovernment institution to promote general welfare, development and empowerment of the youth.	4.48	Moderately Competent
The SK shall submit annual and end-of-term program accomplishments and financial reports to the Sangguniang Barangay (SB), present them during the KK assembly, and provide copies to the Office of the Local Government Operations Officers and the Local Youth Development Council (LYDC), following the specified format by the DILG and the Commission.	4.42	Moderately Competent
The SK shall form regular and special committees and other necessary bodies with chairpersons and members shall come from either the members of the SK or the KK to carry out programs and activities.	4.30	Moderately Competent
Grand Mean	**4.59**	**Highly**

		Competent

The Newly Elected Sangguniang Kabataan (SK) officials in Tarlac City demonstrated high competency across several areas. Collaboration with the Katipunan ng Kabataan (KK) for the Comprehensive Barangay Youth Development Plan (CBYDP) received the highest mean of 4.84, indicating strong preparedness in youth program development. They also excelled in promulgating resolutions, scoring 4.75, and aligning local plans with national strategies, with mean of 4.74 their commitment to transparency was evident with a mean of 4.67 for the Policy on Public Disclosure. Fund-raising activities and collaboration on specific advocacies scored 4.62 and 4.60, respectively. However, areas such as the approval of the Annual Barangay Youth Investment Program (ABYIP) Budget and Program Implementation with Agencies and NGO received moderate scores of 4.48, indicating room for improvement. The Formulation of Committees had the lowest mean of 4.30, suggesting a need for development in this area. Overall, the newly elected Sangguniang Kabataan (SK) officials were rated "Highly Competent" with an average score of 4.59, but some areas showed potential for growth.

3.2.2 Decentralization and Local Governance

The decentralization policy in the Philippines, as outlined by the Local Government Code, empowered local government units (LGUs) to manage and deliver public services effectively. The SK officials' understanding and application of these principles were essential in ensuring they contributed effectively to local governance. By transferring power from national to local governments, decentralization was fundamental to effective local governance.

Table 3
Competency of the Respondents in terms of Decentralization and Local Goverance

Statement	Mean	Adjectival Description
Decentralization involves the transfer of power, authority, and responsibility from national to local government.	4.67	Highly Competent
Deconcentration is also known as the sectoral approach.	4.62	Highly Competent
Devolution is also known as the area approach.	4.52	Highly Competent
Administrative decentralization involves transferring decision-making authority, resources, and responsibilities for delivering public services to lower levels of government.	4.50	Highly Competent
Deconcentration involves delegating functions from the national government to lower levels of units.	4.50	Highly Competent
Political decentralization can lead to local governments being autonomous and fully independent.	4.49	Moderately Competent
Administrative decentralization focuses on the "deconcentration" of functions.	.49	Moderately Competent
Decentralization can occur through both political and administrative means.	4.43	Moderately Competent
Political decentralization entails transferring political power and decision- making authority t o sub-national levels.	4.42	Moderately Competent
Devolution refers to the transfer of power from central authorities to lower levels of government for certain functions.	4.42	Moderately Competent
Grand Mean	**4.51**	**Highly Competency**

Based on Table 3, the newly elected Sangguniang Kabataan (SK) in Tarlac City demonstrated high competency in decentralization with a mean of 4.67 was the strongest area, showing that officials effectively advocated for and implemented policies enhancing local autonomy. Deconcentration and devolution also received second highly, with mean of 4.62 and 4.52, respectively, reflecting their ability to manage administrative functions and transfer broader powers effectively. Administrative decentralization and deconcentration, each with a mean of 4.50, indicated their competence in managing resources and authority transfers.

Political decentralization had a mean of 4.49, showing moderate competency and suggesting room for improvement in understanding local autonomy. Administrative decentralization, with a mean of 4.49, and decentralization through both political, and administrative means, with a mean of 4.43, indicated a moderately high understanding of these concepts. The lowest mean of 4.42 was for political decentralization, revealing a need for deeper insights into optimizing political power transfers. Devolution for certain functions also had a mean of 4.42, suggesting that while the concept was recognized, further knowledge could enhance its implementation.

Overall, newly elected Sangguniang Kabataan (SK) in Tarlac City had a high level of competency in decentralization, with a mean score of 4.51. Their strengths were in understanding authority and administrative function transfers, but further development was needed in political decentralization to fully leverage local autonomy and governance.

3.2.3 Meeting and Resolution

The competence of newly elected Sangguniang Kabataan (SK) in Tarlac City was guided by their ability to organize and conduct meetings efficiently, as well as by the relevance and impact of the resolutions they passed. This section analyzed and synthesized the competencies of SK officials in terms of meeting and resolution.

Table 4
Competency of the Respondents in terms of Meeting and Resolution

Statement	Mean	Adjectival Description
The Sangguniang Kabataan (SK) Chairperson is responsible for scheduling regular monthly meetings, and specifying the date, time, and venue.	4.87	Highly Competent
Special meetings can be called by the SK Chairperson or four (4) officials, requiring a written notice with a valid reason and agenda issued at least a day in advance.	4.74	Highly Competent
During the inaugural SK meeting, agenda items include establishing rules for conducting assemblies, appointing the Treasurer and Secretary.	4.74	Highly Competent
In meetings, a "majority vote" is essential for approving, adopting, and passing a resolution, achieved when members in attendance vote with 50% plus one (1) support.	4.73	Highly Competent
Notices and minutes of both regular and special meetings must be submitted to the Sangguniang Barangay and the City or Municipal Youth Development Council.	4.71	Highly Competent
The SK Chairperson presides over meetings; in their absence, the SK member with the highest votes from the recent elections assumes leadership.	4.71	Highly Competent
A resolution is a written document that is temporary and different from an ordinance which is similar to a policy or rule that is permanent.	4.70	Highly Competent
Parliamentary procedure refers to a set of rules followed in formal meetings or sessions by deliberative bodies or assemblies.	4.68	Highly Competent
All participants should receive notice of the meeting at least three	4.66	Highly

days prior to regular meetings and one day before special meetings,		Competent
A resolution should include an assigned number, title, authors and sponsors, an enacting or ordaining clause, and the date of effectivity.	4.65	Highly Competent
When planning a meeting, it's crucial to determine the purpose and intended outcomes, considering both overall goals and specific issues.	4.63	Highly Competent
The agenda should clearly outline business matters, reports, programs, appointments, resolutions, and related topics set by the presiding officer and members.	4.62	Highly Competent
The resolution undergoes readings, committee review, public consultation, sponsorship speech, and deliberation before the voting process begins in a session with a quorum.	4.59	Highly Competent
During preparatory activities, it's essential to create a list of matters and concerns to address during the meeting	4.57	Highly Competent
Following parliamentary rules of procedure ensures efficient handling of business matters, facilitates the achievement of meeting goals	4.51	Highly Competent
SK officials and members must remember their tasks: the secretary prepares meeting agendas and minutes, the treasurer provides financial updates,	4.48	Modereately Competent
A simple majority is required for approving decisions on general governance matters, achieved when over half of the members' present vote in favour,	4.47	Modereately Competent
During the inaugural KK assembly, the agenda includes identifying priority projects for the formulation of the CBYDP,	4.46	Modereately Competent
Setting an agenda for a meeting, usually covers logistics (date, time, venue, participants), objectives, housekeeping (previous meeting items, unresolved issues),	4.46	Modereately Competent
A quorum during meetings is constituted by the presence of a majority of SK officials and members.	4.43	Modereately Competent
SK officials and members should focus on deciding which projects to work on and discussing important information	4.42	Modereately Competent
To craft a resolution, an SK member submits a proposal to the secretary, known as the sponsor, who records it for consideration in the next session.	4.42	Modereately Competent
A resolution is used for the execution of proprietary and private functions. Sometimes, a resolution is used to articulate ideas, opinions or requests.	4.30	Modereately Competent
The chosen venue for the meeting should be spacious, easily accessible to all potential attendees	4.29	Modereately Competent
As a rule of thumb, the Sangguniang Kabataan, in itself has no power to legislate an ordinate.	3.80	Moderately Competent
A qualified majority is required to approve decisions related to financial matters such as payments or liabilities to the Local Government Unit.	3.79	Moderately Competent
In meetings, "quorum", an essential for valid discussions, is reached when the majority of all elected and qualified Sanggunian members are present.	3.58	Moderately Competent
Grand Mean	**4.48**	**Moderately Competent**

The newly elected Sangguniang Kabataan (SK) officials in Tarlac City exhibited notable proficiency in their roles. They achieved a mean score of 4.87, described as "Highly Competent," in calling special meetings, demonstrating flexibility and responsiveness to urgent matters. Their ability to handle pressing issues promptly highlighted their agility in governance. The inaugural SK meeting, with a means score of 4.74, also rated as "Highly Competent," set a solid foundation with agenda items such as establishing rules and appointing key positions. This preparation their commitment to organized governance from the start. The SK council showed a strong dedication to democratic decision-making, scoring 4.73 in adhering to majority votes for resolutions, which ensured fairness and inclusivity.

The submission of notices and minutes, scoring 4.71, indicated a high level of transparency and accountability. This practice helped in maintaining oversight and fostering trust. Competence in presiding over meetings also scored 4.71, ensuring continuity in leadership and decision-making. Understanding the nature of resolutions, with a score of 4.70, showed their effectiveness in using legislative tools to address youth issues. Adherence to parliamentary procedures, scoring 4.68, highlighted their structured approach to meetings, promoting efficient discussions; ensuring meeting notices were sent three days in advance, with a score of 4.66, underscored their commitment to inclusivity. Their approach to crafting resolutions scored 4.65, emphasizing clarity and actionable outcomes.

Competency in planning meetings with clear purposes, scoring 4.63, and preparing comprehensive agendas, scoring 4.62, reflected a strategic approach to meeting preparation. The thorough process for passing resolutions, scoring 4.59, involved careful view and consultation. Prioritizing key issues in preparatory activities, scoring 4.57, ensured productive discussions. However, there was room for improvement in understanding legislative limitations and financial decision-making, with scores of 3.80 and 3.79, respectively. Understanding quorum requirements and venue selection were also areas needing improvement. The SK officials demonstrated a "Moderately competent" level overall, indicating proficiency in many aspects but highlighting areas for further development to enhance governance effectiveness.

3.2.4 Planning and Budgeting

Effective planning and budgeting were crucial for the SK to implement its program and projects. This involved creating a youth development plan and managing the SK funds prudently. Competency in this area ensured that resources were collected efficiently and objectives were met.

Table 5
Competency of the Respondents in terms of Planning and Budgeting

Statement	Mean	Adjectival Description
Planning involves preparing for an organization's desired activity or objective, requiring advanced decision-making, financial assessment, and outcome estimation.	4.42	Moderately Competency
The reasons for planning include addressing uncertainty, aligning objectives with actions, identifying implementation methods and stakeholders, ensuring efficient operations, and establishing management and control points.	3.39	Average Competency
Another approach is "Action Planning", which refers to the process of focusing on ideas to determine specific actions necessary to achieve desired objectives.	3.37	Average Competency
One approach to planning is called "Participatory Development Planning", in which stakeholders can influence and share control over decisions and resources that affect themselves.	3.34	Average Competency
The action plan is often the documentary output of the process that lists the steps to be taken.	3.20	Average Competency
Budgeting, closely tied to planning, involves allocating	3.10	Average

financial resources to each activity, program, or project, prioritizing cost-effectiveness and efficiency.		Competency
Grand Mean	**3.47**	**Average Competency**

The results indicated that the newly elected Sangguniang Kabatan (SK) officials in Tarlac City exhibited a "Moderately Competent" level in various planning and budgeting activities. "Planning and Involves Advanced Decision-Making" had the highest mean score of 4.42, reflecting a solid but not advanced proficiency in preparing for organizational goals through strategic planning. This result aligned with the National Youth Commission's focus on strategic planning in youth governance. The "Reasons for Planning" scored 3.39, indicating a basic understanding of planning's importance but suggesting a need for deeper knowledge and practical skills. "Action Planning" received a mean score of 3.37, showing a basic grasp of breaking down goals into actionable steps, yet highlighting the need for more practical application and flexibility in the planning process.

Participatory Development Planning scored 3.34, reflecting a fundamental but average understanding of involving stakeholders and aligning objectives with actions. "Action Plan Documentation" had a mean score of 3.20, suggesting that while officials recognized the importance of documentation, further training was needed to create effective action plans. Budgeting scored 3.10, revealing an average competency in financial resource allocation, underscoring the need for improved financial management skills. Overall, the mean score of 3.47 indicated that while the SK officials had a foundational understanding of planning and budgeting, further development through training and capacity-building was necessary to enhance their effectiveness in governance.

3.2.5 Code of Conduct and Ethical Standards

The Sangguniang Kabataan officials were expected to adhere to a code of conduct and ethical standards to maintain integrity and public trust.

Table 6
Competency of the Respondents in terms of Code of Conduct and Ethical Standards

Statement	Mean	Adjectival Description
The services of Sangguniang Kabataan are readily available to the public.	4.64	Highly Competent
Reports and documents must be made accessible to the general public all the time.	4.54	Highly Competent
The SK never, whether directly or indirectly, engages in any financial or material interest in transactions requiring the approval or endorsement of the office.	4.53	Highly Competent
The Sangguniang Kabataan process required documents and papers promptly. Members and officials of Sangguniang Kabataan are enjoined to process and complete responses to all official papers and documents.	4.52	Highly Competent
The SK never recommends anyone to any position in a private enterprise that has regular or pending official transactions with the office.	4.52	Highly Competent
Members and officials of the SK ensure immediate response to any transactions and services the public may require.	4.51	Highly Competent
The Sangguniang Kabataan guarantees the timely submission of reports including financial reports that are usually submitted within 45 working days at the end of the government fiscal year.	4.51	Highly Competent
The SK never uses or disseminates confidential or	4.49	Moderately Competent

classified information and documents.		
The actions of Sangguniang Kabataan are prompt and diligent in transactions they receive where officials take immediate action after a thorough evaluation.	4.48	Moderately Competent
The SK's official documents and papers must be reviewed, validated and signed by not more than members and officials.	4.48	Moderately Competent
All requests, formal or informal, were immediately acted upon within five (5) working days for simple dealings, and ten (10) days were given to complex transactions.	4.46	Moderately Competent
The SK never engages in a private practice of profession unless otherwise allowed by law.	4.42	Moderately Competent
The SK never solicits and accepts, directly or indirectly any gift, gratuity, favour, entertainment, loan, or any monetary value from any person.	4.39	Moderately Competent
The SK officials never accept work-related activities in any private enterprise regulated by the office.	4.36	Moderately Competent
The SK never uses the office or the position to grant favours on account of party affiliation and personal preference.	4.35	Moderately Competent
Grand Mean	**4.48**	Moderately Competent

The evaluation of Sangguniang Kabataan (SK) officials in Tarlac City revealed a "Moderately Competent" level in adhering to ethical and moral standards. The highest score of 4.64 was for "Service Availability to the Public," indicating strong commitment to community service and accessibility. "Accessibility of Reports and Documents" followed with a score of 4.54, showing proficiency in maintaining transparency despite occasional report delays. The "Avoiding Financial Conflicts of Interest" and "Prompt Processing of Documents" both received scores of 4.53, respectively, demonstrating effective management of financial integrity and document handling. Similarly, "Avoiding Recommendations for Private Enterprise Positions" and "Immediate Response to Public Transactions" scored 4.52 and 4.51, highlighting competence in maintaining impartiality and responsiveness.

Timely Submission of Reports also scored 4.51, reflecting adherence to deadlines and high organizational proficiency. However, areas such as "Confidentiality of Information," "Prompt and Diligent Actions", and "Review and Validation of Documents" scored 4.49, 4.48, and 4.48, respectively, indicating a need for improved attention to confidentiality and more diligent actions. The "Acting on Request Timely" and "Avoiding Private Practice of Profession" received scores of 4.46 and 4.42, suggesting moderate competency with room for improvement in response times and avoiding private practice while in office. "Avoiding Favoritism" had the lowest scores of 4.35, pointing to occasional issues with impartiality. Overall, the SK officials showed a "Moderately Competent" level of adherence to ethical standards with a mean score of 4.48. while they excelled in public service and transparency, further training and stricter enforcement in confidentiality, promptness, and impartiality were recommended to enhance governance effectiveness.

3.2.6 Overall Competency of Newly Elected Sangguniang Kabataan in Tarlac City

The overall competency assessment of the newly elected Sangguniang Kabataan (SK) officials in Tarlac City, as presented in Table 7, provided a comprehensive view of their capabilities across various areas of governance in terms of their duties and responsibilities. Understanding these competencies was crucial for evaluating their skills mentally, emotionally, and physically to effectively serve their to youth within their communities and fulfill their roles as youth leaders.

Table 7

Overall Competency of Newly Elected Sangguniang Kabataan (SK) officials in Tarlac City

Statement	Mean	Adjectival Description
Power and Functions of SK	4.59	Highly Competent
Decentralization and Local Governance	4.51	Highly Competent
Meeting and Resolution	4.48	Moderately Competent
Planning and Budgeting	3.47	Average Competent
Code of Conduct and Ethical Standards	4.48	Moderately Competent
Overall Grand Mean	**4.30**	**Moderately Competent**

The evaluation of Sangguniang Kabataan (SK) officials in Tarlac City revealed varying levels of competency across different areas. The "Power and Functions" catergory received the highest mean score of 4.59, described as "Highly Competent," indicating a strong understanding of their leadership roles and responsibilities, as outline in the SK Reform Act (Republic Act No. 10742). "Decentralization and Local Governance" followed with a mean score of 4.51, also "Highly Competent," demonstrating their effective operation within decentralized governance structures. The "Meeting and Resolution" scored 4.48, categorized as "Moderately Competent," reflecting a solid ability to manage meetings and make resolutions but with room for improvement. "Planning and budgeting" received a lower mean of 3.47, rated as "Average Competent," highlighting a basic capability in these areas but indicating a need for enhancement in resource management.

The "Code of Conduct and Ethical Standards" had a mean score of 4.48, also "Moderately Competent," suggesting general awareness of ethical guidelines with occasional lapses in consistent application. Overall, SK officials had an average mean score of 4.30, showing satisfactory competency but requiring further development to achieve higher level of effectiveness in governance and community service.

3.3 Significant Relationship between the profile and Competency of the Newly Elected Sangguniang Kabataan (SK) officials in Tarlac City

This study examined the relationship between age, gender, educational attainment, and employment status and the competency of newly elected Sangguniang Kabataan (SK) officials in Tarlac City. using appropriate statistical methods, the correlation was interpreted to determine whether these profile factors influenced their ability to perform their duties effectively. the correlation coefficient (Pearson r) and the significance (p-value) for each competency component were used to determine whether there was a statistically significant relationship between profile and competency.

Table 8
Correlation between Profile and Competency of the Newly Elected Sangguniang Kabataan (SK)
officials in Tarlac City

Components	Pearson r	p-value	Result	Decision
Age				
Power and Functions of SK	0.048	0.352	Accept H_o	Not Significant
Decentralization and Local Governance	0.039	0.449	Accept H_o	Not Significant
Meeting and Resolution	-0.008	0.882	Accept H_o	Not Significant
Planning and Budgeting	0.000	0.995	Accept H_o	Not Significant
Code of Conduct and Ethical Standards	0.084	0.104	Accept H_o	Not Significant
Gender				
Power and Functions of SK	-0.039	0.453	Accept H_o	Not Significant
Decentralization and Local Governance	-0.016	0.752	Accept H_o	Not Significant
Meeting and Resolution	0.050	0.331	Accept H_o	Not Significant
Planning and Budgeting	-0.039	0.451	Accept H_o	Not Significant
Code of Conduct and Ethical Standards	0.018	0.722	Accept H_o	Not Significant
Educational Attainment				
Power and Functions of SK	0.161	0.002	Reject H_o	Significant
Decentralization and Local Governance	0.070	0.171	Accept H_o	Not Significant
Meeting and Resolution	-0.051	0.317	Accept H_o	Not Significant
Planning and Budgeting	-0.004	0.936	Accept H_o	Not Significant
Code of Conduct and Ethical Standards	0.041	0.423	Accept H_o	Not Significant
Employment Status				
Power and Functions of SK	-0.049	0.342	Accept H_o	Not Significant
Decentralization and Local Governance	-0.004	0.942	Accept H_o	Not Significant
Meeting and Resolution	-0.016	0.752	Accept H_o	Not Significant
Planning and Budgeting	-0.006	0.906	Accept H_o	Not Significant
Code of Conduct and Ethical Standards	-0.023	0.649	Accept H_o	Not Significant

The analysis of the correlation between age and competency for various aspects of Snagguniang Kabataan (SK) officials in Tarlac City showed no significant relationships. The correlation for "Power and Functions" was very low (r=0.048, p=0.352), indicating age did not impact their understanding and execution of their roles. Similarly, "Decentralization and Local Governance" had a correlation of 0.039 (p=0.449), showing age had no effect on their skills in this area. for "Meeting and Resolution," the correlation was nearly zero (-0.008, p=0.882), and for "Planning and Budgeting," it was 0.000 (p=0.995), both indicating no significant influence of age. The correlation for "Code of Conduct and Ethical Standards" was slightly higher (r=0.084, p=0.104) but still non-significant. Overall, these findings suggest that age does not significantly affect SK officials competency, with training and experience being more influential factors.

The correlation between gender and competency for Sangguniang Kabataan (SK) officials in Tarlac City showed no significant relationships. For "Power and Functions of SK," the correlation was negative (-0.039, p=0.453), indicating gender had no impact on understanding and execution of roles. Similarly, ""Decentralization and Local Governance" had a very low negative correlation (-0.016, p=0.752), showing gender did not affect knowledge in this area. The correlation for ""Meeting and Resolution, was low (0.050, p=0.331), and for ""Planning and Budgeting," it was negative (-0.039, p=0.451), both indicating no gender

impact. "Code of Conduct and Ethical Standards" had a very low correlation (0.018, p=0.722), suggesting gender did not influence adherence to ethical standards. Overall, these results align with existing research, emphasizing that gender does not significantly affect governance competency, and that training and support are more critical factors.

The correlation between educational attainment and competency for Sangguniang Kabataan (SK) officials in Tarlac city revealed mixed results. The "Power and Functions of SK" showed a positive correlation (0.161, p=0.002), indicating that higher education improved officials 'understanding and execution of their roles. This supported the idea that education enhances leadership and governance skills. However, "Decentralization and Local Governance" had a low correlation (0.070, p=0.171), suggesting education had minimal impact here, with practical experience being more influential. "Meeting and Resolution" had a negative correlation (-0.051, p=0.317), indicating education did not significantly improve procedural skills. "Planning and Budgeting" showed a near-zero correlation (-0.004, p=0.936), implying education did not affect financial planning competencies. The "Code of Conduct and Ethical Standards" also had a very low correlation (0.041, p=0.423), showing education had little impact on ethical adherence. Overall, while education enhanced some competencies, practical experience and targeted training were crucial for other areas.

The correlation between employment status and competency of newly elected Sangguniang Kabataan (SK) officials in Tarlac City. The results reveal no significant relationships across various areas: "Power and Functions of SK" had a negative correlation (-0.049, p=0.342), suggesting employment status did not impact competency in executing roles. "Decentralization and Local Governance" showed a nearly zero correlation (-0.004, p=0.942), indicating employment status had no significant effect on understanding decentralization. For "Meeting and Resolution," the correlation was very low (-0.016. p=0.752), and for "Planning and Budgeting," it was negligible (-0.006, p=0.906). Lastly, "Code of Conduct and Ethical Standards" had a minimal correlation (-0.023, p=0.649). These findings indicated that employment status did not significantly affect SK officials' competencies. Instead, practical training, experience, and organizational culture were crucial for developing effective governance skills.

3.4 Problems encountered of Newly Elected Sangguniang Kabataan Officials in the Performance of Mandate

The newly elected Sangguniang Kabataan (SK) officials in Tarlac City served as vital platform to boost youth participation and governance in local communities. However, SK officials in Tarlac City often encountered various challenges that hindered their effectiveness and the realization of their goals. In this analysis, we comprehensively examined the problems faced by SK officials in Tarlac City. The respondents provided multiple responses based on the problems encountered.

Table 9
Problems Encountered by the Respondents

Problems Encountered	f	%	R
Lack of resources or funding to implement programs.	243	63.95	1
Challenges in managing time effectively due to academic or personal commitments.	236	62.11	2
Lack of experience or knowledge in governance and leadership	229	60.26	3
Pressure or expectations from constituents or higher authorities.	227	59.74	4
Lack of support from their family, community, or other stakeholders in their service as SK officials.	216	56.84	5.5
Lack of proper orientation or guidance from past SK officials.	216	56.84	5.5
Conflicts or disagreements among SK members or with other local officials.	213	56.05	7
Legal or procedural constraints in executing initiatives or	210	55.26	8

accessing resources.			
Difficulty in accessing resources or support from older or supervising authorities.	204	53.68	9
Balancing conflicting interests or priorities within the community.	144	37.89	10.5
Difficulty in understanding the importance and objectives of the SK in the community.	144	37.89	10.5
Difficulty in engaging or mobilizing youth participation.	144	37.89	10.5
Inadequate training or support to fulfill their roles effectively.	131	34.47	13
Difficulty in adapting to leadership and planning projects and activities.	109	28.68	14.5
Insufficient information or knowledge about SK regulations and relevant laws.	109	28.68	14.5

The table 9 identified key issues faced by Newly Elected Sangguniang Kabataan (SK) officials in Tarlac City. The most challenges was the lack of resources or funding, with 243 responses (63.95%), which servely impeded their ability to implement programs effectively. The second major issued was time management due to academic and personal commitments, affecting 236 officials (62.11%). Balancing these demands with SK responsibilities proved difficult. The third concern was a lack of experience or knowledge in governance, reported by 229 officials (60.26%), impacting their decision-making and management skills. Pressure from constituents or higher authorities was reported by 227 (59.74%), leading to stress and potential burnout. The fifth issue was insufficient support from family and community, with 216 responses (56.84%), undermining their leadership effectiveness. Conflicts within SK or with local authorities affected 213 officials (56.05%).

Moreover, The Legal or procedural constraints were reported by 210 officials (55.26%), while difficulty accessing resources from older authorities was noted by 204 officials (53.68%). Balancing conflicting community interests and understanding SK's role were challenges for 144 officials by (37.89%) together with the Engaging youth participation and inadequate training. The 131 officials (34.47%), respectively. Lastly, difficulty adapting projects and insufficient knowledge about regulations affected 109 officials (28.68%). These findings underscore the need for enhanced support, training, and resources for SK officials to improve their governance and community Impact.

These findings highlighted the need for improved support systems, targeted training, and increased resources to enhance the effectiveness and impact of SK officials in their governance roles.

3.5 Proposed Measures and Capacity Development Training for Newly Elected Sangguniang Kabataan (SK) officials in Tarlac City

The table below shows the proposed measures and capacity development for newly elected Sangguniang Kabataan (SK) officials in Tarlac City. These were based on the respondent's problems encountered and their competencies which rating were low.

3.5.1 Proposed Measures

The measures were formulated and proposed by the respondents with the assistance of the researchers, based on the problems encountered by the Newly Elected Sangguniang Kabataan (SK) Officials in the City of Tarlac

Table 10
Proposed Measure to Address the Problems Encountered

Problems Encountered	Proposed Measures	Objectives	Strategies	Expected Output
Lack of resources or funding to implement programs	Livelihood Partnership : Fund Utilization and Facilitation Improve budget utilization efficiency by streamlining approval processes and enhancing financial reporting.	To Increase program implementation capacity.	Streamline financial processes; enhance accountability in fund use.	Improved program implementation; enhanced transparency in fund utilization.
Challenges in managing time effectively	Time Task Management: Develop time management workshops and tools tailored for SK officials to balance academic, personal, and SK responsibilities effectively.	To Enhance time management skills.	Conduct workshops; provide tools for scheduling and prioritization.	Increased productivity; better balance between academic, personal, and as SK Officials duties.
Lack of experience or knowledge in governance	Leadership & Governance Learning: Establish mentorship programs and regular training sessions focused on governance, leadership, and decision-making.	To Enhance governance knowledge.	Provide mentorship; conduct regular training sessions.	Improved decision-making; enhanced leadership skills among SK officials.
Pressure or expectations from constituents or higher authorities	Pressure & Expectation Management: Implement a feedback mechanism to manage expectations effectively and communicate achievements transparently.	To Manage stakeholder expectations.	Establish feedback channels; ensure transparent communication.	Improved public perception; reduced stress among SK officials.
Lack of support from family, community, or other stakeholders / Guidance from Previous SK Officials	Leadership Tie Up:"Opportunities of Youth Leadership for Empowerment and Development Program (OYLEDP)	To revitalize the programs, projects, and activities that encourage active youth participation in the community and to strengthen the relationship between former and current SK officials.	This program helps the current and feature SK Officials by interpreting the cases encountered by the Former SK Officials/Chairperson to continue to establish Camaraderie in the Sangguniang Kabataan	Increased support for SK initiatives; improved community involvement.\n\nTo continue promoting the long term development of project, programs and activities.
Conflicts and disagreements among SK members or	Conflict & Collaboration Management: Develop conflict resolution workshops and forums to	To Foster teamwork and collaboration.	Conduct conflict resolution workshops;	Enhanced collaboration; improved team cohesion within

between SK officials and other local authorities	promote teamwork and collaboration among SK officials and with local authorities.p		facilitate forums for dialogue.	SK and with local authorities.
Legal or procedural constraints in executing initiatives	Legal Procedural Reform: Advocate for streamlined procedures and legal reforms to simplify access to resources and execute initiatives effectively.	To Overcome legal and procedural barriers.	Advocate for reforms; engage with legal authorities for procedural improvements.	Improved access to resources; streamlined initiative execution processes.
Difficulty in accessing resources or support from older or supervising authorities	Support Accessibility Strategy: Develop advocacy campaigns and structured dialogues to bridge generational gaps and improve support from older authorities.	To Increase support from supervising authorities.	Develop advocacy campaigns; facilitate dialogues between SK officials and older authorities.	Enhanced support; improved understanding and cooperation between SK and older authorities.
Balancing conflicting interests or priorities	Balance Conflict Prioritization: Implement conflict resolution strategies and prioritize community needs through systematic assessment and engagement.	To Resolve conflicts and prioritize effectively.	Implement conflict resolution strategies; conduct community needs assessment.	Improved decision-making; enhanced community engagement.
Difficulty in understanding the importance and objectives in the community	Education & Engagement Campaign: Launch educational campaigns to raise awareness about the role and objectives of SK among community members and youth.	To Increase community awareness and engagement.	Launch educational campaigns; engage community through informative activities.	Improved understanding of SK objectives; increased community participation.
Difficulty in engaging or mobilizing youth participation	Engagement Mobilization Plan: Develop strategies and programs to actively involve youth in SK initiatives through targeted outreach and inclusive activities.	To Increase youth participation in SK activities.	Develop engagement strategies; organize inclusive events and programs.	Increased youth involvement; enhanced impact of SK initiatives.
Inadequate training or support in fulfilling roles	Training Support System: Establish a comprehensive training program and support system to equip SK officials with necessary skills and knowledge for effective governance.	To Enhance skills and knowledge of SK officials.	Establish training modules; provide ongoing support and resources.	Improved competence; enhanced performance of SK officials.
Difficulty in adapting planning projects and	Adapt Planning Projects: Develop flexible planning frameworks and adaptive strategies to accommodate	To Improve flexibility in project planning.	Develop adaptive planning frameworks;	Enhanced project adaptability; improved

activities	changing community needs and circumstances.		incorporate feedback mechanisms.	responsiveness to community needs.
Insufficient knowledge about SK regulations and relevant laws	SK Knowledge for Legal Ways: Provide targeted training sessions and resources to improve understanding of SK regulations and relevant laws among officials.	To Enhance knowledge of SK regulations.	Conduct training sessions; provide accessible resources on SK laws.	Improved compliance; enhanced legal understanding among SK officials.

To address the lack of resources or funding, the proposed measure was a Livelihood Partnership focused on fund utilization and facilitation. This initiative aimed to improve budget utilization efficiency by streamlining approval processes and enhancing financial reporting. By establishing partnerships with local businesses and NGOs, the SK secures additional funding and resources. These efforts ensure more efficient use of available funds, leading to improved program implementation. Enhanced transparency in fund utilization built trust among stakeholders, ultimately increasing the capacity to implement and sustain community programs.

The Time Management measure aimed to enhance time management skills among SK officials. This initiative included developing workshops and tools specifically designed to help officials balance their academic, personal and SK responsibilities. Through these workshops, officials learned effective scheduling and prioritizing techniques. Providing practical tools and personal coaching father supported their efforts to manage time more efficiently. The expected outcome was increased productivity and a better balance between their multiple roles, enabling officials to fulfill their duties more effectively without compromising other aspects of their lives.

The lack of experience or knowledge in governance, the Leadership & Governance Learning program was established. This program included mentorship from experienced leaders and regular training sessions focused on governance, leadership, and decision-making. By providing continuous learning opportunities and practical guidance, SK officials developed a deeper understanding of governance processes. The aim was to enhance decision-making capabilities and leadership skills, ensuring that officials were well-equipped to handle their responsibilities. The anticipated results was a more knowledgeable and competent leadership within the SK, capable of driving effective community initiatives.

The Pressure & Expectation Management initiative addressed the stress and high expectations faced by SK officials. This measure involved implementing a feedback mechanism to manage stakeholder expectations effectively. Regular communication of achievements and transparent reporting of challenges helped align constituents` expectations with the officials` capabilities. Additionally, establishing regular meetings with stakeholders fostered a better understanding and reduced undue pressure. The expected outcome was improved public perception and reduced stress among SK officials, allowing them to perform their duties with greater confidence and efficiency.

The Leadership Tie-Up through the Opportunities of Youth Leadership for Empowerment and Development Program (OYLEDP) aimed to strengthen relationships between former and current SK officials. This program encourages mentorship and guidance from experienced former officials, promoting continuity and camaraderie. By organizing community events and joint projects, the initiative sought to increase a support for SK activities and foster active youth participation. The goal was to revitalize community engagement and ensure that SK programs were well-supported and impactful, benefiting from the collective wisdom and experience of past and present leaders.

The Conflict & Collaboration Management initiative focused on fostering teamwork and collaboration among SK officials and with local authorities. This measure included conflict resolution workshops and forums for open dialogue. By addressing conflicts proactively and providing platforms for communication, the initiative aimed to build a more cohesive and collaborative working environment. Team-building activities further enhanced these efforts, promoting mutual respect and understanding. The expected outcome was improved collaboration and team cohesion, which were essential for effective governance and the successful implementation of community projects.

To overcome legal and procedural constraints, the Legal Procedural Reform measure advocated for streamlines processes and legal reforms. This initiative involved engaging with legal authorities to simplify access to resources and improve the execution of initiatives. Training sessions on navigating legal and

procedural requirements equipped SK officials with the knowledge needed to operate within the legal framework efficiently.

The goal was to reduce bureaucratic hurdles, ensuring that projects could be implemented more smoothly and effectively. The expected outcome was enhanced access to resources and a more efficient process for executing community initiatives.

The Support Accessibility Strategy addressed the challenge of gaining support from older authorities. This measure included developing advocacy campaigns to highlight the importance of youth initiatives and facilitating structured dialogues between SK officials and older authorities. By bridging generational gaps and promoting mutual understanding, the initiative aimed to foster a supportive environment for SK activities. The goals were to enhance cooperation and support, ensuring that SK officials could access the resources and guidance needed to carry out their responsibilities effectively. The expected outcome was improved support and collaboration between different generations of leaders.

The Balance Conflict Prioritization measure focused on resolving conflicts and prioritizing community needs through systematic assessment and engagement. This initiative involved implementing conflict resolution strategies and conducting community needs assessments to identify and address conflicting interests,. By engaging community members in the prioritization process, SK officials made informed decisions that reflected the collective needs and preferences. The aim was to improve decision-making and ensure that projects and initiatives were aligned with community priorities. The expected outcome was enhanced community engagement and more effective resolution of conflicts, leading to better project outcomes.

The Education & Engagement Campaign aimed to increase community awareness and engagement regarding the role and objectives of the SK. This initiative involved launching educational campaigns to inform community members and youth about the importance of SK activities. Engaging the community through informative events and utilizing social media platforms for wider reach were key strategies. By raising awareness and fostering a better understanding, the initiative sought to build stronger community for support for SK programs. The expected outcome was improved community participation and a greater appreciation of the SK's contributions to local development.

The Engagement Mobilization Plan focused on increasing youth participation in SK activities. This initiative involved developing targeted outreach programs and organizing inclusive events and activities that appealed to the youth. Providing incentives for active participation and creating opportunities for youth to contribute meaningfully to community projects were also part of the strategy. By addressing the specific interests and needs of young people, the initiative aimed to foster greater involvement and enthusiasm. The expected outcome was increased youth involvement, leading to a more vibrant and impactful SK that effectively represented and engaged the youth community.

To address inadequate training or support, the Training Support System was established. This comprehensive program included developing training modules that covered essential skills and knowledge areas for SK officials. Ongoing support and resources were provided to ensure continuous learning and development. Creating a knowledge-sharing platform among SK officials facilitated the exchange of best practices and experiences. The objective was to enhance the competence and performance of SK officials, ensuring they were well-prepared to fulfill their roles effectively. The expected outcome was a more skilled and knowledgeable leadership within the SK.

The Adapt Planning Projects initiative aimed to improve flexibility in project planning to accommodate changing community needs and circumstances. This measured involved developing adaptive planning frameworks that could be easily adjusted based on feedback and evolving conditions. Incorporating feedback mechanisms from the community ensured that projects remained relevant and responsive. Regular reviews and adjustments of plans helped maintain alignment with community priorities. The goal was to enhance project adaptability and responsiveness, ensuring that SK initiatives were effective and sustainable. The expected outcome was more dynamic and community-focused project planning and execution.

The Legal SK Knowledge initiative aimed to enhance understanding of SK regulations and relevant laws among officials. This measure included conducting targeted training sessions and providing accessible resources and manuals on SK laws. Organizing legal workshop with experts further deepened officials` knowledge and ensured they were well-versed in legal requirements. By improving legal understanding, SK officials ensured compliance and made informed decisions that aligned with legal standards. The expected outcome was better compliance with regulation sand a more legally knowledgeable SK leadership capable of navigating the complexities of governance effectively.

The SK implemented various initiatives to address funding issues, improve efficiency, and enhance governance. These included partnerships for additional resources, workshops for better time management, continuous leadership training, stress management strategies, and fostering relationships between past and present officials. Efforts also focused on conflict resolution, legal reforms, and advocacy for support from older authorities, prioritizing community needs, increasing youth participation, and ongoing training. These measures collectively aimed to create a more effective, transparent, and responsive SK, capable of driving community development and meeting constituents' needs.

3.5.2 Proposed Capacity Development Training to the Newly Elected Sangguniang Kabataan (SK) officials of Tarlac City

The Proposed Capacity Development Training for the newly elected Sangguniang Kabataan (SK) Officials of Tarlac City was designed with the objective of equipping young leaders with essential skills and knowledge to effectively serve their youth communities. Recognizing the importance of their roles, the training program comprehensively covered several key areas critical to their responsibilities.

Table 11
Proposed Capacity Development Training

Areas for Improvement	Capacity Development Training	Objectives / Desired State of Capability	Expected Output / Results	Target Participants ofCampDev	Estimated Funding Requirements	Source of Support / Technical Assistance
Power and Functions of SK	Training on ABYIP Budget Approval Process	To the SK officials in order to understand the budget approval process and deadlines	Approved annual budget for ABYIP before the new fiscal year	Newly elected SK officials	PHP 50,000	Academe / Budget Office / DILG / COA
	Workshop on Program Implementation: Towards Sustainable Platform	To the SK officials that can effectively coordinate with agencies and institutions to properly manage the program	Successful initiation and implementation of youth programs and projects	SK Council Members	PHP 100,000	Academe / NGOs / Private Sector Partners
	Seminar on Reporting and Documentation	To the SK officials that can submit accurate and timely reports	Annual and end-of-term program accomplishment and financial reports	SK Officials	PHP 30,000	DILG, Local Youth Development Office (LYDO)
	Training on Committee Formation	To the SK officials that can form and manage committees	Functional regular and special committees	SK Council Members	PHP 20,000	DILG, Local Youth Development Office (LYDO)
Decentralization and Local Governance	Workshop on Political Decentralization	To Understand the autonomy and independence of local governments	Autonomous local governance	SK Council Members	PHP 40,000	DILG
	Seminar on Administrative Decentralization	Understanding "deconcentration" of functions	Efficient local administration	SK Council Members	PHP 40,000	DILG
Meeting and	Training on	To Conduct	Well-structured	SK Council	PHP 20,000	DILG, Local

Resolution	Meeting Protocols	effective and formal meetings	and productive meetings	Members		Youth Development Office (LYDO)
	Workshop on Resolution Drafting	To Draft clear and actionable resolutions	Approved resolutions	SK Council Members	PHP 20,000	DILG / Local Youth Development Office (LYDO)
Planning and Budgeting	Seminar on Strategic Planning	To Advanced decision-making and financial assessment skills	Comprehensive strategic plans	SK Council Members	PHP 50,000	DILG / Local Youth Development Office (LYDO) / City Planning and Development Office
	Training on Action Planning	To Focus on specific actions to achieve objectives	Detailed action plans	SK Council Members	PHP 30,000	DILG / Local Youth Development Office (LYDO) / City Planning and Development Office NGOs / Private Sector Partners
	Workshop on Participatory Development Planning	To Engage stakeholders in planning	Stakeholder-inclusive plans	SK Council Members, Community Members	PHP 40,000	NGOs, Private Sector Partners
	Seminar on Budgeting	To Allocate resources effectively	Efficient budgeting and financial management	SK Treasurer	PHP 50,000	DILG / Local Youth Development Office (LYDO) / Budget Office
Code of Conduct and Ethical Standards	Training on Confidentiality and Document Handling	To Proper handling of confidential information	Secure and accessible documents	SK Council Members	PHP 20,000	DILG
	Seminar on Professional Conduct	To Adherence the ethical standards and laws	Ethical and professional conduct	SK Council Members	PHP 20,000	DILG, Academe
	Workshop on Conflict of Interest and Anti-Corruption	To Recognize and avoid conflicts of interest	Transparent and corruption-free governance	SK Council Members	PHP 20,000	Presidential Anti-Corruption Commission (PACC) / Legal Office / Academe /

						DILG

The Training on ABYIP Budget Approval Process: This training equipped newly elected SK officials with a thorough understanding of the budget approval process and deadlines for the Annual Barangay Youth Investment Program (ABYIP). By ensuring officials were well-versed in these procedures, the training facilitated timely budget approvals before the new fiscal year. Improved budgeting processes enhanced financial planning and resource allocation, ultimately boosting youth program implementation. This capacity development training was supported by academe, budget offices, DILG, and COA. The Workshop on Program Implementation: Towards Sustainable Platform, the Target are SK Council Members, this workshop aimed to improved their ability to effectively coordinate with various agencies and institutions for managing youth programs and projects. Enhanced coordination skills led to successful initiation and implementation of these programs, contributing to sustainable community development. This capacity development training was supported by academe, NGOs and private sector partners. The Seminar on Reporting and Documentation, this seminar was designed for Newly Elected SK officials in Tarlac City to improve their skills in submitting accurate and timely reports. Emphasizing thorough documentation and regular reporting, the seminar aimed to ensure officials could produce annual and end-of-term program accomplishment and financial reports. Accurate reporting promoted transparency and accountability in governance. This capacity development training was supported by DILG and the Local Youth Development Office (LYDO). The Training on Committee Formation was focused on SK Council Members, this training aimed to develop their skills in forming and managing functional regular and special committees. Effective committee management was crucial for decentralized decision-making and efficient task execution. This capacity development training was supported by DILG and LYDO.

On the part of Decentralization and Local Governance, the Workshop on Political Decentralization, the workshop helped SK Council Members understand the autonomy and independence of local governments. By grasping the principles of political decentralization, officials were able to promoted autonomous local governance, enhancing the responsiveness and effectiveness of local institutions. This capacity development training was supported by DILG. The Seminar on Administrative Decentralization the seminar focused on the concept of "deconcentration" of functions to ensure efficient local administration. Understanding administrative decentralization enabled SK Council Members to better manage local government operations, leading to improved service delivery and governance. This capacity development training was supported by DILG. However, for Meeting and Resolution, the Training on Meeting Protocols aimed at SK Council Members, this training focused on conducting effective and formal meetings. By learning structured meeting protocols, officials ensured that meetings were well-organized and productive, facilitating better decision-making and collaboration. This capacity development training was supported by DILG and LYDO. The Workshop on Resolution Drafting, this workshop was designed to help SK Council Members draft clear and actionable resolutions. Effective resolution drafting was essential for formalizing decisions and ensuring their implement ability. This capacity development training was supported by DILG and LYDO.

Furthermore, the Planning and Budgeting Were Seminar on Strategic Planning was targeted at SK Council Members, this seminar aimed to enhance decision-making and financial assessment skills. By developing comprehensive strategic plans, officials ensured long-term sustainability and effectiveness of their initiatives. This capacity development training was supported by DILG, LYDO, and the City Planning and Development Office.The Training on Action Planning, focused on creating detailed action plans to achieve specific objectives. By honing these skills, SK Council Members could implement projects more effectively, ensuring all steps were clearly defined and resources efficiently utilized. This capacity development training was supported by DILG, LYDO, and private sector partners.The Workshop on Participatory Development Planning, workshop aimed to engage stakeholders in the planning process, ensuring that development plans were inclusive and reflected the community's needs. Involving stakeholders enhanced the relevance and acceptance of plans, leading to better outcomes. This capacity development training was supported by NGOs and private sector partners. The Seminar on Budgeting, this seminar focused on efficient budgeting and financial management, specifically targeting the SK Treasurer. By improving budgeting skills, the seminar aimed to ensure resources were allocated effectively, enhancing the financial sustainability of projects. This capacity development training was supported by DILG, LYDO, and the Budget Office.

On the part of Code of Conduct and Ethical Standards, the Training on Confidentiality and Document Handling, ensured that SK Council Members handled confidential information securely and maintained accessible documents. Proper document handling was crucial for maintaining trust and

protecting sensitive information. This capacity development training was supported by DILG. The Seminar on Professional Conduct aimed to fostering adherence to ethical standards and laws, this seminar helped SK Council Members understand the importance of professional and ethical conduct in governance. Adherence to ethical standards enhanced public trust and governance effectiveness. This capacity development training was supported by DILG and academe. The Workshop on Conflict of Interest and Anti-Corruption, this workshop helped SK Council Members recognize and avoid conflicts of interest, promoting transparent and corruption-free governance. Anti-corruption training was essential for maintaining integrity and public trust in local government. This capacity development training was supported by the Presidential Anti-Corruption Commission (PACC), legal offices, academe, and DILG.

Overall, the Capacity Development Intervention aimed to address moderate and average competency levels identified among SK officials in leadership, governance, project management, and community engagement. By investing in their professional development, the program sought to empower SK officials to effectively fulfill their roles, promote youth participation in governance, and contribute positively to the development of Tarlac City.

REFERENCES

1. Aldridge, J. M., & Goldman, G. (2019). Empowering young leaders: The role of educational experiences in developing leadership capabilities. Educational Research and Reviews, 14(2), 49-57. https://doi.org/10.5897/ERR2019.3695
2. Asian Development Bank. (2019). Decentralization and Local Governance in Asia: Policies and Practices. Retrieved from https://www.adb.org/
3. Asian Journal of Youth Studies. (2019). Mentorship in Youth Leadership Programs in the Philippines.
4. Brint, S. (2017). The rise of the practical arts: The future of liberal education and the future of higher education. Journal of Higher Education, 88(5), 693-710. https://doi.org/10.1080/00221546.2017.1291257
5. Civil Service Commission. (2020). Revised Policies on Employee Conduct. Retrieved from https://www.csc.gov.ph/
6. Department of the Interior and Local Government (DILG). (2018). Revised Rules and Regulations Implementing the Local Government Code of 1991. Retrieved from DILG Website.
7. International Labour Organization. (2020). Youth Employment Policies in the Philippines. Retrieved from https://www.ilo.org/
8. Journal of Philippine Local Government Studies. (2022). Youth Participation in Governance and the Role of Higher Education.
9. Malala Fund. (2023). Malala Yousafzai. Retrieved from https://www.malala.org/malalas-story
10. National Economic and Development Authority. (2019). Philippine Development Plan: Employment. Retrieved from https://www.neda.gov.ph/
11. National Youth Commission. (2018). Strategic Planning for Youth Organizations. Retrieved from https://nyc.gov.ph/
12. Philippine Journal of Social Development. (2020). Impact of Age Diversity in Youth Organizations.
13. Technical Education and Skills Development Authority. (2021). Vocational Education and Training Programs. Retrieved from https://www.tesda.gov.ph/

14. World Health Organization. (2018). Engaging young people for health and sustainable development: Strategic opportunities for the World Health Organization and partners. https://apps.who.int/iris/bitstream/handle/10665/274368/9789241514576-eng.pdf?sequence=1&isAllowed=y
15. United Nations Development Programme. (2015). Decentralization and local governance. UNDP. Retrieved from https://www.undp.org/publications/decentralization-and-local-governance