

**[CSC MEMORANDUM CIRCULAR NO. 18, S. 1995,
August 15, 1995]**

DISTANCE LEARNING PROGRAM

Pursuant to CSC Resolution No. 95-4844 dated August 3, 1995, the Civil Service Commission launched the Distance Learning Program (DLP) as an alternative to traditional and expensive training programs. The DLP is envisioned to provide government workers with more opportunities to avail of human resource development programs specifically for those in remote areas and for those who could hardly leave their posts for traditional training venues in urban centers. Hence, heads of agencies are encouraged to allow their employees, especially their Human Resource Management Officers/Personnel Officers/Administrative Officers, to enroll at DLP and shoulder the enrollment fees subject to the usual accounting and auditing rules.

The guidelines in the administration of the DLP is attached herewith.

Please be guided accordingly.

Adopted: 15 August 1995

(SGD.) RAMON P. EREÑETA, JR.
Commissioner

Resolution No. 95-4844

WHEREAS, it is the policy of the government to establish a continuing program for the development of all employees at all levels and ranks;

WHEREAS, to accomplish this objective, and given the Philippine geographical composition and some 1.5 million public sector employees, there is a need to establish a more aggressive mechanism so that every government employee would be able to avail of at least one HRD intervention each year;

NOW, THEREFORE, the Commission RESOLVES, to establish the Distance Learning Program (DLP) as an alternative development program to promote continuing staff development in the bureaucracy which is envisioned to:

- provide employees who cannot avail of the usual training courses due to financial and/or physical constraints with alternative HRD learning and development to the formal training experience;
- effect a cost-saving strategy for the continuing development of manpower resources; and
- provide government employees adequate opportunity to increase their cognitive and effective skill levels relative to their work and role in public service.