

Mastering Preparation: The Reapplication of the Law Enforcers

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Abstract

This study examined the degree of preparation experienced by law enforcers during their reapplication to the Tri-Bureau, which includes the Philippine National Police (PNP), the Bureau of Fire Protection (BFP), and the Bureau of Jail Management and Penology (BJMP), particularly focusing on the experiences of the law enforcers during their attempts of application that caused them to fail, the interventive preparation carried out by the law enforcers during the reapplication, and the challenges encountered by the law enforcers during the interventive preparations.

Using a qualitative phenomenological research design, the study gathered data through semi-structured interviews with selected law enforcers from the Tri-Bureau who had experienced failure in their previous attempts of application and later reapplied. Snowball sampling was employed to select participants who met specific criteria, including prior application failure and successful reapplication or continued pursuit of entry into the Tri-Bureau. The data collected were analyzed and interpreted using thematic analysis.

The findings revealed that the experiences of the law enforcers during their attempts of application that caused them to fail were largely attributed to documentary deficiencies, physical unpreparedness, neuro-psychological unpreparedness, unguided application practices, and overall preparation shortfalls. During the reapplication, law enforcers demonstrated improved readiness through interventive preparations such as Document Preparation, Physical Conditioning, Practicing Neuro Techniques, Seeking Guidance and Lifestyle Changes. Despite these improvements, participants continued to encounter challenges during interventive preparation, including procedural hurdles, physical strain, neuro barriers, and financial constraints.

The study concludes that preparation for Tri-Bureau recruitment is a progressive and holistic process that extends beyond academic qualifications and requires physical, psychological, administrative, and personal discipline.

Keywords: Preparation, Reapplication, Law Enforcers, Tri-Bureau, Recruitment Challenges.

The Problem and its Setting

1. Introduction

The path to become a law enforcer often seems straightforward, as many believe that passing the board examination automatically qualifies them for the service. In reality, entering the Tri-Bureau, which includes the Philippine National Police (PNP), the Bureau of Fire Protection (BFP), and the Bureau of Jail Management and Penology (BJMP), demands a level of preparation far beyond academic achievement. Many applicants fail due to insufficient preparation in different areas of the recruitment process. Previous attempts often reveal these gaps, resulting in disqualification. Re-applicants often adopt more structured and deliberate forms of preparation, focusing on correcting specific weaknesses from their previous attempts. This shift reflects a more targeted and intentional approach to meet recruitment standards.

Effective preparation is not merely about being eligible, it is about being ready. According to Wiseman (2021a), modern law enforcement requires candidates to develop a wide range of skills, including communication, problem-solving, and adaptability, which are often not fully assessed in traditional hiring processes. Candidates who prepare effectively by understanding the recruitment process, including physical fitness standards and interview protocols, tend to perform better and are more likely to succeed in securing a position. Similarly, applicants who trained both physically and mentally, rehearsing tactical and psychological components of selection were more likely to advance past the initial screening than those who focused on fitness alone (Townsend et al., 2024).

In the Philippines, inadequate preparation remains a leading cause of rejection. A large number are disqualified in the early stages, especially during physical agility tests and neuro-psychiatric evaluations, due to poor preparation. Many applicants begin the recruitment process without proper physical training or a clear understanding of psychological screening procedures (Baniaga, 2022). According to Aguilar et al. (2024), most applicants concentrate heavily only on passing the board exam while neglecting other essential requirements, which often results in disqualification and emotional exhaustion.

This study aimed to examine the degree of preparation experienced by law enforcers who were previously unsuccessful in their attempts of applications to the Tri-Bureau by exploring how their preparation evolved after failure and by identifying the challenges they encountered during their interventive preparations.

Background of the Study

Failing the application to the Tri-Bureau can feel like a major setback, but for some aspiring law enforcers, it becomes a turning point. Reapplication is often a personal and difficult journey, requiring individuals to reassess their readiness, change their habits, and seek support systems they may have overlooked. Unlike first-time applicants, reapplicants carry the benefit of hindsight gained through firsthand experience of the process and a clearer understanding of the areas where they fell short. This

lived experience positions them to approach the recruitment process with more informed and intentional preparation, particularly as they reengage with its many demanding stages.

Law enforcement recruitment includes several steps such as physical fitness tests, written exams, mental health evaluations, background investigations, and panel interviews. Applicants who focus only on one aspect, such as the written exam, often neglect physical conditioning and mental health readiness, leading to failure in early stages like the physical agility test or neuropsychiatric screening. Many applicants lack access to informal knowledge, which teaches how to approach physical training, handle multi-stage assessments, and manage the logistics of applications. Without this guidance, first-time applicants are often unprepared for the realities of the recruitment process, increasing their chances of failure (Haiman, 2025). According to Wiseman (2021a), applicants who succeed in passing the recruitment process often engage in well-rounded preparation that includes regular physical training, mental conditioning, and administrative planning. Some attend review classes, simulate interviews, or seek advice from officers who passed before them. These practices help them manage the demands of the process more effectively than those who rely on basic academic knowledge alone (Wiseman, 2021b).

Applicants who succeed in later attempts tend to follow more deliberate and focused preparation paths. According to Dapitan et al. (2023), applicants who passed on their second try credited their success to goal-setting, peer mentorship, and structured mental training during Basic Recruit Training, strategies they lacked in their initial attempt. Financial hurdles also shape preparation efforts, many recruits delay essential medical and fitness assessments because they cannot afford them, causing them to concentrate efforts on securing funds and completing requirements before reapplying (Refugia, 2021). In addition, statistics from Regional Office 10 in 2024 show that of 1,604 physical agility test participants, only 450 progressed past this stage, prompting many applicants to pursue targeted conditioning programs focused on timing, load resistance, and stamina before reapplying (Iyo, 2024).

This study contributes to the field of criminal justice by providing practical insight into how applicants prepare for law enforcement recruitment, helping criminology students, educators, and future officers better understand the challenges and strategies involved in entering the Tri-Bureau. By examining the experiences of reapplicants, the study provides evidence-based guidance that can strengthen pre-service education, improve recruitment readiness, and support the development of more competent and well-prepared future law enforcers.

While existing literature thoroughly discusses recruitment qualifications, eligibility standards, and procedural requirements, there is limited research that examines how applicants actually prepare for these stages, particularly the lived experiences, adjustments, and strategies of those who reapply after failing.

This research aims to examine the law enforcers' experiences during their attempts of application that caused them to fail, the adjustments they made during their reapplication, the challenges they encountered throughout the process, and to provide practical insights that can guide future applicants and help strengthen preparation methods.

Statement of the Problem

This research aims to explore the degree of preparation experienced by the law enforcers in their reapplication to the Tri-Bureau.

Specifically, it sought to answer the following questions:

- 1) What are the experiences of the law enforcers during their attempts of application that caused them to fail?

- 2) What are the Interventive preparation carried out by the law enforcers during the reapplication?
- 3) What are the challenges encountered by the law enforcers during the interventive preparations?

Theoretical Framework

The following theories were used in this study to provide a deeper understanding of the preparation of the law enforcers who reapplied after failing their attempts to enter the Tri-Bureau.

Self-Regulated Learning Theory

Self-Regulated Learning Theory explains how individuals manage their own learning and performance by setting goals, using strategic actions, and monitoring their progress. It highlights the role of reflection, motivation, and deliberate effort in achieving success (Zimmerman, 1989).

The theory explains how the law enforcers improve individual preparation strategies such as starting physical training plans or practicing interviews, based on what they learned from their failure. It shows how applicants manage their own efforts and make adjustments to increase their chances of success in the next attempt.

Preparation for Future Learning (PFL) Theory

Preparation for Future Learning (PFL) Theory focuses on how individuals develop the ability to apply prior knowledge and experiences to new and unfamiliar challenges. Rather than measuring immediate performance, this theory emphasizes how learners prepare themselves for future situations by actively engaging in reflective, strategic, and exploratory learning (Schwartz & Martin, 2004).

The theory is useful in understanding how the law enforcers adjust strategies following an unsuccessful application. It highlights that preparedness involves more than simply reviewing existing material, it also includes developing adaptive learning behaviors such as reflecting on previous mistakes, seeking mentorship, and modifying both physical and psychological training routines. The theory indicates that individuals who learn from setbacks become better equipped to meet the complex demands of reentering the recruitment process.

Transtheoretical Model of Behavior Change

The Transtheoretical Model of Behavioral Change describes how individuals move through different stages when trying to change a behavior. First is precontemplation, where the person is not yet thinking about changing. Next is contemplation, when the person starts to see that change might be needed. Then comes preparation, where the person begins planning how to change. Action is when the person actually starts making changes. Finally, maintenance is when the person works to keep those changes going over time. This theory highlights that change of behavior is not immediate but involves gradual steps influenced by readiness, motivation, and external support (Prochaska & DiClemente, 1983).

The theory explains how the law enforcers progress from recognizing failure during the previous application to actively engage in preparation. Some individuals begin in the contemplation stage, becoming aware of the need for improvement. Others transition into the preparation and action stages by enrolling in fitness programs, attending review sessions, or seeking guidance from mentors. This model

helps clarify the behavioral shifts experienced by reapplicants, emphasizing that readiness to change and take action is essential in forming more effective strategies for success.

Conceptual Framework

This study used the Input-Process-Output-Outcome (IPOO) model. The IPOO model includes all the materials and information required in the process, the specific details of the process itself, and the descriptions of all products and by-products resulting from the process (Canonizado, 2021).

In this study, the Input captures three core aspects: The experiences of the law enforcers during their attempts of application that caused them to fail, the Interventive preparation carried out by the law enforcers during the reapplication and the challenges encountered by the law enforcers during the interventive preparations. As for the process, the researchers used a qualitative phenomenological design with a semi-structured interview guide, and the data were analyzed through thematic analysis to identify key patterns and insights. The Output of the study is an action plan entitled “Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service”, which aimed to provide practical strategies and guidance to help criminology graduates effectively prepare and overcome challenges in the Tri-Bureau recruitment process. The Outcome of the study is to improve the overall readiness of future law enforcement applicants, enhance and strengthen the preparation strategies of applicants and reapplicants, increase awareness of the practical and psychological challenges in the recruitment process, and help raise the success rate of applicants entering the Tri-Bureau by empowering them to manage setbacks and reapply more effectively.

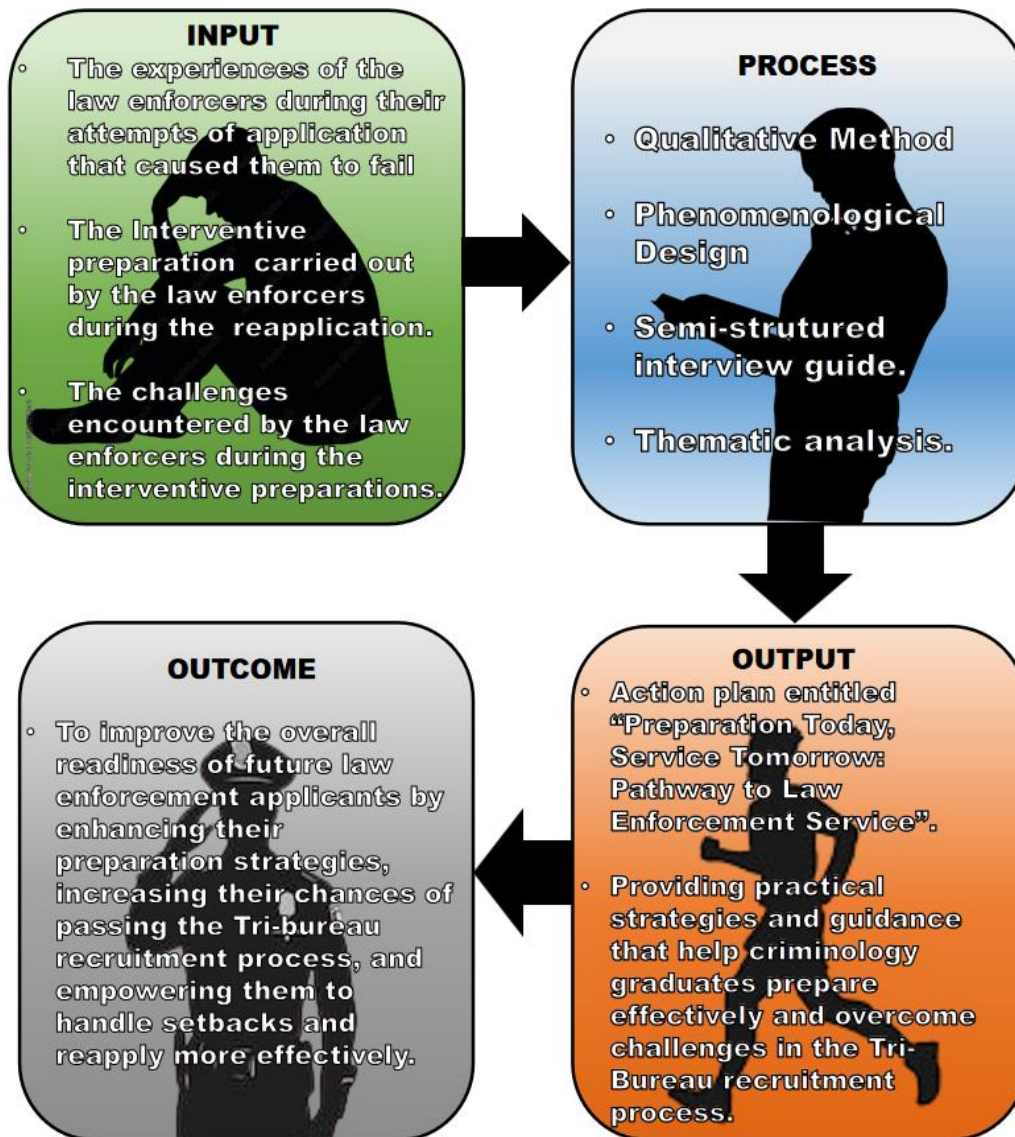


Figure 1. Paradigm of the Study

Significance of the Study

The results and findings of the study will benefit the following:

Law Enforcers. The study will allow the law enforcers to reflect on their personal application journeys, identify how their preparation evolved, and share their experiences as successful reapplicants. Through this reflection, they may also gain a deeper understanding of their professional growth and resilience.

Tri-bureaus. The Tri-Bureaus will benefit from this study because it will provide insight into the preparation patterns, weaknesses, and improvement areas of reapplicants. With better-prepared applicants entering the process, the Tri-Bureau will gain a more qualified, disciplined, and recruitment-ready pool of candidates.

Future Applicants. The study will equip future applicants with practical and experience-based insights into the common preparation weaknesses and the strategies proven effective by successful reapplicants. By understanding the importance of early, well-rounded preparation across physical training, mental conditioning, administrative requirements, and psychological testing, future applicants will be able

to prepare more systematically and enter the Tri-Bureau recruitment process with greater readiness and confidence.

Registered Criminologists. By identifying common preparation gaps encountered during actual recruitment attempts and presenting strategies refined through reapplication, the study helps registered criminologists recalibrate their preparation, strengthen discipline, and make informed decisions about timing, readiness, and career entry into law enforcement service.

Educational Institutions. Colleges and universities offering criminology programs can use the findings to strengthen their career readiness support. It may lead to developing pre-recruitment programs or enhancement classes that align better with the actual demands of the Tri-Bureau recruitment process.

Researchers. The researchers gained a deeper understanding of how preparedness influences success in reapplication to the Tri-Bureau. This understanding helped them strengthen their own readiness as future professionals in the field of law enforcement.

Future Researchers. The future researchers may use the findings of this study as a reference when exploring the role of preparedness in law enforcement recruitment.

Scope and Delimitation of the Study

The study focused on the degree of preparation experienced by law enforcers in their reapplication to the Tri-Bureau. Specifically, the preparations they undertook during their attempts of application that caused them to fail, the interventive preparations they carried out during reapplication, and the challenges they encountered during the interventive preparation stage.

This study was delimited to sixteen (16) participants who are currently employed in the Tri-Bureau specifically, eight (8) from the Philippine National Police (PNP), five (5) from the Bureau of Fire Protection (BFP), and three (3) from the Bureau of Jail Management and Penology (BJMP). All participants are Registered Criminologists who experienced failure twice to four times before successfully entering the service.

The study was conducted in Ilocos Norte during the second semester of the School Year 2024–2025 to the first semester of School Year 2025–2026.

Definition of Terms

To provide a better understanding for the reader, terms below are operationally defined:

Mastering Preparation. Refers to the intentional and continuous effort of applicants to strengthen their physical fitness, organize required documents, and improve their mental and emotional readiness for the Tri-Bureau recruitment process. It reflects how reapplicants learn from their previous failed attempts and refine their preparation to meet the standards more effectively.

Reapplication. The act of applying again to the Tri-Bureau after failing previous attempts, usually with better strategies, improved readiness, and lessons learned from earlier shortcomings.

Law Enforcers. Individuals currently serving in the Philippine National Police (PNP), Bureau of Fire Protection (BFP), or Bureau of Jail Management and Penology (BJMP) who previously experienced application failures before successfully entering the service.

Attempts of Application. Refers to the number of times the law enforcers submitted an application to the Tri-Bureau recruitment process before successful entry or continued pursuit of acceptance.

Interventive Preparation. Refers to the new or improved strategies applied by applicants after their first failure, such as advanced training, mentorship, or studying specific weaknesses.

Challenges. The difficulties encountered by applicants during preparation or reapplication, including physical requirements, emotional strain, financial limitations, and lack of guidance.

2. Review of Related Literature and Studies

This chapter presents a review of literature and studies that have relevance to the investigation of the problem of the study. It serves as the foundation for the current study and highlights similarities and differences with previous research on the subject:

Preparing for Success Throughout the Police Officer Application Process

This article explores the comprehensive preparations necessary to succeed in the police officer application process. It outlines expectations, hurdles, and strategies derived from the standard protocols used by police departments abroad and focuses heavily on what candidates should anticipate from pre-application academic considerations to performance in behavioral interviews. The article combines insider advice, informal observation, and actionable tips, especially highlighting emotional intelligence, critical thinking, teamwork, and personal ownership as decisive recruitment criteria (Tudor, 2020).

Peer Support and Resilience-Building in Law Enforcement Preparation

This article outlines practical strategies to build resilience among law enforcement officers and applicants. It introduces a toolkit designed to help agencies and individuals implement wellness and preparation programs, with emphasis on mentorship, stress management, and family engagement. While the material is aimed at current officers, the interventions discussed, such as mindfulness training, peer mentoring, and structured wellness communication are applicable to reapplicants navigating the pressures of recruitment. Of particular relevance is the emphasis on peer support, which allows applicants to gain insights from successful officers and access emotional encouragement and unspoken knowledge about the process. The article affirms that preparation is not limited to meeting procedural requirements, but includes building emotional strength and maintaining psychological readiness (International Association of Chiefs of Police, 2023).

Reapplying for the same job? Here's what to consider

This article explains that reapplying after rejection requires improved and more strategic preparation, not simply repeating previous efforts. It highlights key steps such as identifying why the first attempt failed, updating résumés and skills, seeking mentorship, using professional networks, and practicing for interviews. The emphasis is on continuous improvement, adaptability, and presenting a stronger application during the next attempt (Kale, 2024).

PNP Jobs and Recruitment Process: A Procedural Overview of Entry Requirements and Screening

This article outlines the structured and multi-step recruitment process established by the Philippine National Police (PNP) to ensure that only qualified, disciplined, and well-prepared applicants are inducted into the force. Managed by the Recruitment and Selection Service (RSS) under the Directorate for Personnel and Records Management (DPRM), the process includes submission of requirements, digital applications via CORPS, psychological and physical fitness tests, background checks, and final interviews.

It also highlights strict eligibility criteria involving age, education, height, and legal clearances, alongside the need for physical and psychological readiness. The article underscores how the PNP uses a detailed, layered system not just to screen for qualifications, but to assess applicants' overall preparedness and discipline before allowing them to proceed to training and eventual service (National Police Clearance, 2025).

A Guide to Understanding the Recruitment Process in the Philippines

The article outlines the general recruitment flow used across different industries in the country, highlighting key stages from manpower planning to onboarding. While not specific to law enforcement, it emphasizes that candidates must prepare thoroughly to meet legal requirements and procedural expectations such as contract compliance, anti-discrimination policies, and standardized evaluations. The piece highlights how employers use digital platforms, structured interviews, and skill-based assessments similar to those used in the Tri-Bureau to screen applicants effectively. It stresses that readiness involves more than paperwork or physical ability; it includes legal awareness, psychological fitness, and personal adaptability (InCorp Philippines, 2025).

How to Pass the Neuro-Psychiatric Exam.

The article outlines the structure, purpose, and demands of the Neuro-Psychiatric Examination used in Philippine uniformed services as a major screening tool for mental stability, emotional regulation, and behavioral suitability. It explains the written and interview components, the tasks involved, and the common reasons applicants fail, emphasizing the exam's high failure rate of only 25% passing. The article provides practical guidelines such as following instructions, managing time, maintaining answer consistency, drawing accurately during projective tests, improving English skills for written tasks, and preparing for the final interview. Overall, it highlights the psychological pressure embedded in the recruitment process and illustrates how exam performance reflects an applicant's readiness for police, fire, or jail service (Cueva, 2025).

300 Police Recruits In Ilocos Region Told To Be Agents Of Change

The article by Austria (2023) highlighted the competitive nature of police recruitment in the Ilocos Region, where only 300 applicants were selected out of 2,384. This high rate of non-admission reflects the rigorous standards and challenges applicants face. The selected recruits began a structured process involving a six-month basic recruit course followed by a six-month Field Training Program (FTP), covering traffic, investigation, and patrolling duties. These training phases demonstrate the level of preparation expected from applicants, particularly those who reapply after failing. The article shows the need for deliberate, strategic, and well-rounded preparation, which is central to this study's focus on how reapplicants adjust their efforts to succeed in the Tri-Bureau recruitment process.

Falling at the First Hurdle: Undergraduate Students' Readiness to Navigate the Graduate Recruitment Process

This study examined how well-prepared psychology undergraduates were to pass psychometric assessments commonly used in graduate job applications, specifically focusing on numerical and verbal reasoning tests. Using a cross-sectional correlation design, the research involved 169 final-year psychology students who took either a numerical or verbal reasoning test. Participants also completed a

post-test questionnaire capturing demographic information, educational background, anxiety levels, vocabulary knowledge, and prior experience with such assessments.

The results indicated that over half of the participants failed both tests 53.57% failed the verbal reasoning and 83.53% failed the numerical reasoning component. Prior testing experience was found to be a significant predictor of success only in the numerical test, increasing the likelihood of passing by over eleven times. Conversely, other factors like education level in English or Math, vocabulary size, and math anxiety had limited predictive power. These findings suggest a lack of familiarity and preparation is a critical barrier, not merely a lack of ability

The emphasis on test-specific preparation rather than academic excellence underscores the role of experiential learning particularly prior exposure to similar challenges in improving performance. Readiness was shown to be influenced less by curriculum and more by strategic familiarity, suggesting the need for interventions that focus on real-task practice, feedback, and confidence-building over general academic strength (Bradley, 2021).

Psychological Assessment and Evaluation

The document was created by a working group commissioned by several APA boards and committees, relying on existing standards, prior guidelines, and peer-reviewed literature to establish updated expectations for assessment practice. These guidelines address the expanded use of assessments across clinical, educational, organizational, and specialized settings. They provide clarification on assessment procedures, essential competencies, and foundational knowledge required for ethical and accurate assessment. The document underscores the role of professional guidelines in strengthening assessment accuracy, protecting test takers, and guiding psychologists through the complexities of modern assessment practice. It discusses how these guidelines serve multiple stakeholders including practitioners, trainees, supervisors, test developers, and regulatory bodies by clarifying qualification expectations and ethical responsibilities. The guidelines also stress the importance of cultural awareness, documentation, appropriate interpretation of results, and adherence to ethical standards. Furthermore, they highlight how advancements in technology, changing social norms, and specialized service settings require continuous professional development and updated competencies in assessment practice (Campbell et al., 2020)

From Setbacks to Success: The Lived Experiences of Retakers of the Licensure Examination for Teachers

This study examined the lived experiences of individuals who repeatedly failed and later passed the Licensure Examination for Teachers (LET) in Indonesia. It used a hermeneutic phenomenological approach to understand the emotional, psychological, and practical dimensions of their preparation. Seven informants, aged 25–45, who had taken the exam multiple times, were interviewed using a semi-structured guide. Their responses were analyzed through van Manen’s lifeworld elements: temporality (time), spatiality (space), relationality (self-other), corporeality (body), and materiality (resources and faith).

The findings revealed that examinees faced recurring emotional setbacks, including disappointment, anxiety, and self-doubt. Many participants shifted from relying on review centers to personalized, often self-paced studying, while juggling work, chores, and emotional fatigue. Faith, peer support, and personal motivation played vital roles in sustaining resilience. Themes such as “disappointment,” “escape routes,” “pressure,” and “redemption” emerged repeatedly. The participants’

ultimate success was shaped by both personal reorientation and consistent effort, demonstrating how reapplication is both a test of knowledge and a test of character.

The study shows that examinees who failed the licensure exam did not simply repeat their old methods. Instead, they changed how they prepared by finding new study strategies, managing their time better, and improving how they handled stress. Emotional struggles such as frustration, fear of judgment, and low confidence were common, but these were gradually replaced with patience, discipline, and stronger motivation. Faith and support from friends or family also helped them stay focused during the reapplication process. These findings suggest that success after failure often depends on personal adjustments and emotional growth, not just academic review. The study highlights the importance of learning from mistakes and building new habits to face the same challenge with better preparation (Banay, 2024).

Ready for Duty: A Study on the Preparedness of Licensed Criminology Graduates for Law Enforcement Career

The study explored the readiness of licensed criminology graduates from Urdaneta City University as they prepared for careers in law enforcement. Using a qualitative, phenomenological method, the researchers conducted unstructured interviews with six participants currently serving in the uniformed services. The study examined how graduates prepared mentally, physically, and financially for the recruitment process, with particular attention to lived experiences and individual strategies.

Findings showed that applicants faced barriers in three major areas: mental readiness, physical fitness, and financial capacity. Mentally, they had to stay motivated despite delays and uncertainty. Physically, they trained to meet BMI and agility standards, often adjusting their daily routines to meet fitness goals. Financially, they saved from previous jobs or found part-time work to fund requirements such as documentation, medical exams, transportation, and meals during recruitment. These challenges shaped how they managed stress and developed discipline before formally entering the service.

This study highlights how law enforcement applicants must prepare across multiple areas before entering service. For reapplicants, these challenges increase. After failing once, they must prepare again while managing discouragement, added costs, and stricter self-discipline. Reapplication becomes a test of persistence, requiring improved planning and stronger emotional control. Applicants must adapt their strategies after failure, making reapplication more than a repeat it becomes a deeper process of preparation (Bauzon & Moyao, 2023).

Synthesis

Preparation for any job, especially in law enforcement, involves more than just meeting basic requirements. It includes emotional strength, careful planning, and learning from past experiences. Based on the reviewed literature, people who reapply after failing do not simply repeat what they did before they change their mindset, improve their routines, and use better strategies. Whether it's applying for a position in the Tri-Bureau, retaking a licensure exam, or reentering any field, reapplication is shown as a process of growth. Many studies point out the importance of self-awareness, getting support from others, and planning carefully. Mentorship, emotional readiness, and honest reflection are just as important as being physically or academically prepared. Reapplicants often face challenges like stress, lack of money, or low confidence, but they also learn to adjust and improve based on what went wrong the first time. Overall, the studies show that readiness develops over time. It grows from setbacks, and it becomes stronger with

effort, planning, and support. Those who try again are not just working harder they are working wiser, using their experience to prepare better the second time around.

3. Research Methodology

This chapter presents the research method and design, population and locale, data gathering tool, data gathering procedure, treatment of data, and ethical considerations of the study.

Research Method and Design

The researchers used qualitative method to explore the degree of preparation experienced by the law enforcers in their reapplication to the tri-bureau. This method focuses on understanding their experiences and perspectives in detail, using methods like interviews and observations, instead of measuring things with numbers like in quantitative research (Moser & Korstjens, 2022).

The researchers also used a phenomenological design to capture the lived experiences of law enforcers as they moved from previous failure to reapplication. This design centers on examining participants' emotions, thoughts, and perceptions related to a specific experience, allowing deeper insight into how they understood and responded to the recruitment process (Groenewald, 2004).

Population and Locale of the Study

The participants of this study were composed of sixteen (16) law enforcers currently employed in the Tri-Bureau, including eight (8) from the PNP, five (5) from the BFP, and three (3) from the BJMP, all of whom have undergone the application preparation process and experienced failure twice to four times.

The researchers used snowball sampling, a non-probability sampling technique where existing participants helped to find other participants who share relevant experiences, making it especially useful for reaching specific populations (Nikolopoulou, 2023).

The study was conducted in Ilocos Norte, specifically five (5) participants from Bangui, five (5) from Batac, three (3) from Paoay, one (1) from Pasuquin, one (1) from Laoag, and one (1) from Currimao.

Data Gathering Tool

The researchers developed and used a semi-structured interview guide composed of open-ended questions designed to capture rich and detailed responses while allowing flexibility during the interviews. The guide covered four major sections based on the study's specific objectives: the law enforcers' experiences during their attempts of application that caused them to fail, the interventive preparations they carried out during reapplication, and the challenges encountered during these interventive preparations.

To ensure the effectiveness of this instrument, the interview guide was reviewed by the research adviser and subsequently validated by a panel of experts. This process ensured that the questions were clear, relevant, and aligned with the objectives of the study, thereby enhancing the credibility, consistency, and reliability of the data collected. Prior to the actual data gathering, a pilot test was conducted with one Bureau of Jail Management and Penology officer from Laoag who had previously experienced application failure. The pilot test helped assess the clarity, flow, and appropriateness of the questions and allowed the researchers to refine vague or repetitive items.

During the actual interviews, data were audio-recorded using a cellular phone to ensure accurate capture of the participants' responses. This method allowed the researchers to preserve the authenticity of the narratives and supported careful transcription and analysis, while maintaining the integrity of the participants' shared experiences.

Data Gathering Procedure

After the interview guide was validated, a letter to conduct was prepared and submitted to the appropriate authorities or institutions to formally request permission to carry out the study and interview the identified participants. Once approval was granted, a consent form was created and presented to the participants. This form explained the purpose of the study, assured them of their voluntary participation, and included permission for the use of a recording device during the interviews. The researchers also emphasized the importance of their involvement, noting that without the participants' willingness to take part, the research would not have been possible. After consent was obtained, the actual interviews were conducted face-to-face. Participants were encouraged to answer truthfully, and all responses were kept strictly confidential. At the conclusion of the study, participants were provided with a copy of the action plan as a tangible output, ensuring they benefited from the findings and recommendations derived from their shared experiences.

Treatment of Data

The collected data was analyzed using thematic analysis. This method was chosen because it is a flexible, accessible, and rigorous approach that allows researchers to explore, interpret, and understand complex qualitative data in a meaningful way. The goal was to derive categories that reflected the participants' experiences in the application preparation process. The data was organized and interpreted manually, ensuring a systematic and reflective understanding of each participant's narrative. The process of thematic analysis involved reviewing participant quotes, coding them into categories, and grouping these codes into broader themes (McLeod, 2024).

Ethical Considerations

To protect the rights and well-being of the participants, this study followed established ethical standards. Before the interviews, participants were informed about the purpose, scope, and procedures of the study, and their informed consent was obtained. Participation was voluntary, and they were free to withdraw at any time without consequences. Confidentiality was maintained by keeping identities anonymous and storing all data securely. The research procedures complied with ethical guidelines for studies involving human subjects, and ethical approval was obtained from the appropriate institutional authorities.

4. PRESENTATION, INTERPRETATION, AND ANALYSIS OF DATA

This chapter presents, interprets, and analyzes the degree of preparation experienced by the applicants in their reapplication to the Tri-Bureau.

Experiences of The Law Enforcers During Their Attempts of Application That Caused Them to Fail

The themes that follow describe the experiences of the law enforcers during their attempts of application that resulted in failure to enter the Tri-Bureau. Their accounts reveal gaps in preparation, awareness, and support that contributed to their disqualification during the recruitment process:

Documentary Deficiencies

Documentary Deficiencies manifests as the absence, incompleteness, or material inaccuracy of official paperwork, contractual records, or regulatory filings required for a legal or commercial procedure (HI-COM Asia, 2025). This theme encapsulates how the law enforcers inability to secure, organize, or submit the required recruitment documents. This includes missing clearances, late or delayed processing of certifications, incomplete folders, and unfamiliarity with the step-by-step documentation procedures, which contributed to their failure in the early stages of recruitment.

This is supported by the account of Participant 2, a Philippine National Police officer from Bangui who had failed twice, who explained that:

“Maysa nga rason nu apay diak nakapasa idi iti kinapulis ket gapu iti height ko, ket adda gayam makunkuna a height waiver.”

(One of the reasons I failed was because of my height and I didn't yet know about what they call a height waiver back then.)

Similarly, Participant 3, another Philippine National Police officer from Bangui who failed three times shared that:

“Maysa a naka-bagsakak ket tay taang ko ta diak pay ammo tay makunkuna a height waiver idi”

(“One reason I failed was because I was not aware that a height waiver existed at that time.”)

In addition, Participant 13, a Philippine National Police officer from Bangui who also failed twice, stated that:

“Gapu ta agdadamo nak nga aplikante iti Philippine National Police, diak ammo ti proseso ti pinag-apply, gapu iti naladaw a panagpasa, saan a naikamat dagiti papeles ko”

(Because I was a first-time applicant to the Philippine National Police, I did not know the application process, which caused delays and late submissions of my documents. As a result, I was unable to pass them on time.)

Documentary Deficiencies were a major contributor to failure during the law enforcers' attempts of application to the Tri-Bureau. Many experienced the process without a clear understanding of required documents, step-by-step procedures, or submission timelines. Missing records such as, school documents, clearances, and special requirements, including height waivers, often led to immediate disqualification. Others encountered failure due to late submission, caused by unfamiliarity with processing schedules or uncertainty about which documents were necessary. These experiences show that limited procedural awareness and inadequate preparation for administrative requirements resulted in delays, confusion, and avoidable mistakes. Overall, these documentary deficiencies went beyond simple clerical lapses and became a major factor in recruitment failure. The absence of proper organization, timely preparation, and clear knowledge of application requirements weakened applicants' chances of progressing in the recruitment process.

This pattern is supported by HI-COM Asia (2025), which emphasizes that document deficiencies such as incomplete or inaccurate paperwork can obstruct legal and administrative processes, often resulting in delays or disqualification. Kaufman (2023) likewise noted that effective navigation of bureaucratic procedures is a core competency for aspiring public servants, as failure to meet documentation standards reflects gaps in administrative literacy and preparedness. Taken together, these perspectives suggest that overcoming documentary deficiencies requires early preparation, proper guidance, and a clear understanding of institutional procedures to help applicants move smoothly through the recruitment stages.

Physical Unpreparedness

Physical Unpreparedness is the state of not being ready in terms of bodily strength, fitness, or stamina (Cambridge Dictionary, 2025). It captures the law enforcers experiences of failing physical requirements during their attempts of application to the Tri-Bureau due to inadequate conditioning, poor endurance, improper weight management, or lack of structured training.

This is shown in the account of Participant 1, a Philippine National Police officer from Pasuquin who failed twice, who shared that:

“Ti pisikal a limitasyon gapuen iti kina-lukmeg ko ket maysa kadagiti rason no apay a saanak a nakapasa iti Physical Agiltity Test para iti PNP.”

(The physical limitation caused by my weight was one of the reasons why I was not able to pass the Physical Agility Test for the Philippine National Police.)

Likewise, Participant 9, a Bureau of Jail Management and Penology officer from Batac with two failed attempts, added:

“Gapu ta adda pag trabahoak, saan nga umdas toy bagik para makastrek iti aplikasyon ko para iti PNP.”

(Because I had a job at the time, my body was not adequately prepared for my application to the Philippine National Police.)

This is further echoed by Participant 10, a PNP applicant from Paoay who also failed twice, who explained that:

“Idi umuna a panag-apply ko, overweight nak idi 80 kilos nak ket narigatannak nga nagpakuttong iti dagus, Nabagsak nak iti BMI ko ta nag-sobra nak iti maysa kilo.”

(During my first application, I was overweight at around 80 kilos, and I had difficulty getting slimmer right away. I failed the BMI because I exceeded the limit by one kilo.)

Similarly Participant 11, from the Bureau of Fire Protection in Currimao, who failed twice emphasized:

“Idi nabagsak nak ti BMI gapu iti kina overweight nak ket nag-sobra nak iti lima (5) kilos, saannak met naka pa-condition idi ta adda pay COVID idi”

(I failed in the BMI because I was overweight and exceeded the limit by 5 kilos. I was also not in proper condition at that time because it was during COVID.)

Physical Unpreparedness was a major factor contributing to failure during the law enforcers’ attempts of application to the Tri-Bureau. Many entered the recruitment process without the necessary stamina, proper weight management, or structured conditioning required for the Physical Agility Test (PAT) and Body Mass Index (BMI) assessment. Their accounts revealed struggles with being overweight, reduced endurance, and limited physical training due to work commitments or pandemic restrictions. These conditions weakened their ability to meet the physical standards expected in law enforcement entry examinations.

This is supported by Bauzon and Moyao (2023), who stress that physical fitness, sustained conditioning, and endurance development are fundamental requirements for law enforcement entry. InCorp Philippines (2025) likewise points out that failure to meet Body Mass Index and Physical Agility Test standards often results in early disqualification, regardless of an applicant’s academic background. These findings indicate that Physical Unpreparedness is not a minor setback but a decisive barrier that reflects inadequate training discipline, poor endurance management, and the absence of structured conditioning. Without deliberate physical preparation, applicants remain vulnerable to repeated failure in the Tri-Bureau recruitment process.

Neuro-Psychological Unpreparedness

Neuro-Psychological Unpreparedness is the condition of not being mentally or emotionally ready for tasks that involve cognitive processing, decision-making, or emotional stability (Cambridge Dictionary, 2025). In this study, neuro-psychological unpreparedness captures the applicants' difficulty in handling the neuro exam during their attempts of application due to lack of awareness of the exam format and limited practice in logical reasoning tasks.

Participant 1, a Philippine National Police officer from Pasuquin with two failed attempts, shared that:

“Idi first application ko, neuro test iti nakaalaak. Masapul a positibo ken consistent iti sungbat mo, ken no ag-exam ka iti neuro, awan ti blanko, dapat masungbatam amin, Kasla idi kadetay sentence completion iti nakaalaak nabalewalak laeng iti tallo a question gapu ta damok, Nerbyos, ken pressure, isu nga blanko dagidiay sungbat ko.”

(During my first application, the reason I failed was the neuro exam, because it turns out your answers need to be positive and consistent. When taking the neuro test, you shouldn't leave anything blank, you must answer everything, especially the sentence completion part. I failed because I left three questions blank since I panicked. The nervousness and pressure caused me to go blank.)

Participant 8, a Bureau of Jail Management and Penology officer from Batac who failed twice, admitted that:

“Napanak lang dagus nag-apply a saan ko in-check iti background requirement, kas iti Neuro Test masapol a consistent iti sungbat mo. Isu nga idi first try ko na disqualify nak.”

(I just applied without checking the background requirements, like the neuro exam where your answers should be consistent, so on my first try I was disqualified.)

This is also supported by Participant 4, a Philippine National Police officer from Bangui with two failed attempts, who said that:

“Ti ammok a nakaibagsakak ket iti Neuro Test gapu kadaydiay panag-drawing ti tao, stickman laeng ti inaramid ko. Diak napakadaan a maor-orasan gayam, ken saanak unay nalaing nga agdrawing ngamin isu nga stickman laeng iti nakayanak nga aramiden.”

(I think I failed the Neuro exam because I wasn't able to make a proper drawing of a person. I only drew a stickman and we were being timed, too so the pressure adds.)

In addition, Participant 5, a Philippine National Police officer from Batac who failed five times, shared that:

“Idi idiy Neuro Test na blangko nak ti dwa nga question isu nga in answer ko latta nga I don’t knowen isu baka didiy iti nak a nadale.”

(During the Neuro exam, I left two questions blank, so I just answered “I don’t know.” That might be one of the reasons I failed the Neuro.)

Likewise, participant 12, a Bureau of Fire Protection officer from Batac who failed twice explained that:

“Idi immuna a nag-applyak iti BJMP, nabagsakak iti Neuro gapu ta awan iti ammok maipapan kadetoy ken naoras gayam ket diak nakasagana nasayaat exam ta idi basaek ket adu met gayam ken awan ti ammok maipapan iti Neuro iti exam ket naka-depende iti oras ken napasasaran unay, isu saanak a nakapagsaludsod wenno nakasagana a nasayaat, ken idiy met laeng a nakapukawak ken nakabagsakak.”

(During my first application with the BJMP, I failed the neuro exam because it was my first time and I didn’t know anything about it. The neuro exam depended on time, and it was really fast-paced. I didn’t ask questions beforehand, so I wasn’t fully prepared. I felt pressured that’s why I failed, and I know that’s where I went wrong.)

Many applicants entered the neuro-psychiatric examination without sufficient understanding of its format, purpose, or expectations. Their lack of familiarity led to confusion, inconsistent responses, difficulty completing timed tasks, and increased anxiety during the assessment. Several described leaving items blank, producing overly simple drawings, or panicking during sentence-completion tasks because they did not know that consistency and emotional stability were evaluated. Others reported that they did not research the exam beforehand or ask questions, causing them to feel overwhelmed and unprepared. These experiences illustrate that failure during application stemmed not from lack of intelligence, but from inadequate awareness, unmanaged stress, and the absence of guided preparation.

Neuro-psychological readiness is a critical component of law enforcement recruitment because neuro exams assess emotional stability, cognitive consistency, impulse control, and behavioral traits linked to job performance. Applicants who lack familiarity with the test format or fail to practice essential cognitive skills often experience difficulty meeting the standards required for entry. Many Filipino applicants rely on hearsay or incomplete information, which limits their preparedness for tasks such as timed reasoning, sentence completion, and personality consistency checks. Practical guidance materials for Philippine examinees emphasize that neuro exams require sustained composure, consistency across answers, and awareness of common pitfalls such as leaving items blank or responding impulsively under pressure. These challenges reflect a broader issue of limited psychological preparation among first-time applicants.

Unguided Approach

Unguided Approach refers to a method or process undertaken without direction, support, supervision, or proper guidance (Cambridge Dictionary, 2025). This theme captures the experiences of law enforcers during their attempts of application, where the absence of guidance from mentors, senior officers, or official orientations led them to rely mainly on peers or personal assumptions, often resulting in failure or disqualification.

This is supported by Participant 3, a Philippine National Police officer from Bangui with three failed attempts, who admitted that:

“Idi nag-apply nak ket si-siak lang nga nakapanunot, ken awan iti nang-guide kaniak idi. Ti ammok ket gapu ta nag-graduateak iti Criminology, ket kas criminologist, eligible tayo a makastrek iti tallo a tri-bureau. Isu met laeng ti kasla credentials tayo, isu iti adda idi panunot ko. Gapuna, awan pay idi iti ammok no kasano iti pudno nga panag-apply.”

(When I applied it was just me and no one guided me during my first application. All I knew was that since I graduated with a criminology degree, I was eligible for the Tri-Bureau. That was my only idea, so I applied without knowing the exact process.)

Likewise, participant 11, a member of Bureau of Fire Protection on Currimao who failed twice, expressed a similar experience, stating that:

“Awan nang guide kaniak idi nag-appln ket gapu ta saanak unay nga aware iti proseso, ken adda pay iti COVID-19 idi ket narigrigat iti panag-apply.”

(Because no one guided me during my application, I was not fully aware of the process, and the presence of COVID-19 at that time made applying more difficult.)

Participant 12, a Bureau of Fire Protection officer from Batac with two failed attempts, added:

“Awan iti nangisuro kaniak idi, ngem inpadpadas ko latta. Nagsaludsodak met kadagiti senior ko idi college, ngem nagkurang latta iti impormasion nga naalak. Gapuna, saanak a nakasagana iti Neuro nga exam, isu a nabagsakak.”

(No one taught me before, so I just tried it on my own. Although I asked some of my college seniors, I still lacked information, which caused me to fail during the neuro exam. That’s really where I failed because I wasn’t prepared)

Similarly, Participant 16, a Philippine National Police officer from Paoay who failed twice, reflected that:

“Iti nagkamaliak idi ket saanak a nag-research wenna nagdamdamag iti proseso iti panag-apply, isu a saanak a nakapagsagana a nasayaat, Gapuna, adu iti nagkurang kaniak idi panawen iti panag-apply ko a kas pulis.

(My mistake back then was not researching the application process or asking questions. I should have been prepared because there were many things I lacked during my initial application.)

Lack of proper direction and advisory support during their attempts of application resulted in confusion and unpreparedness among the law enforcers. Many entered the recruitment process without clear instructions or formal guidance, relying mainly on trial and error or limited advice from peers. Some shared that they depended largely on prayer and personal perseverance, while others acknowledged that the absence of proper direction caused uncertainty and inadequate preparation, especially during critical stages such as the neuro-psychological examination. A few believed that graduating with a criminology degree alone made them eligible for the Tri-Bureau, without fully understanding the detailed procedures and requirements. These experiences show that the lack of structured guidance during their application attempts led to confusion, procedural mistakes, and ultimately, unsuccessful outcomes.

The perspective of the International Association of Chiefs of Police in Peer Support and Resilience-Building in Law Enforcement Preparation relates to this findings, which emphasizes that mentorship, peer connection, and structured guidance are central to building resilience and operational readiness among law enforcement officers and aspirants. The discussion highlights that preparation extends beyond meeting procedural requirements and must also address emotional support and psychological readiness through peer mentoring and organized wellness initiatives (International Association of Chiefs of Police, 2023). This pattern is further explained by the Transtheoretical Model of Behavior Change, which holds that individuals move more effectively through preparation and action stages when guidance and social support are present. In the absence of mentorship, applicants struggled to convert intent into sustained, goal-directed action, leaving them inadequately prepared for the demands of the recruitment process (Prochaska & DiClemente, 1983).

Preparation Shortfall

Preparation Shortfall refers to the inadequacy or failure in the process of readiness, wherein one’s efforts to prepare fall short of the standards or requirements expected (Merriam-Webster Dictionary, 2025). In this study, it describes the experiences of law enforcers whose attempts of application to the Tri-Bureau were marked by insufficient planning, limited training, and weak procedural awareness, which contributed to poor performance and eventual failure.

This is shown by Participant 2, a Philippine National Police officer from Bangui who failed twice, stated that:

“Iti sabali pay a rason nu apay a nakabagsakak idi ket iti kurang a panagsagana, gapu ta nag-relax’ak idi ken nakampanteak unay.”

(One of the reasons I failed before was because of my lack of preparation. I was too relaxed and overconfident.)

Participant 6, a Philippine National Police officer from Batac who failed twice, shared that:

“Agkapsotnak idi iti PFT gapu ta nagpuyat nak ken saanak a nakaturog a nasayaat gapu iti nerbyos.”

(I performed poorly in the PFT because I hadn't slept; I couldn't rest the night before because of nervousness)

Participant 7, a Bureau of Fire Protection officer from Paoay who failed twice:

“Idi ket saanak nasayaat a nakasagana, gapu ta biglaan met laeng. Idi in-attempt ko iti nag-apply, kasla awan laeng ken awan pay ti plano. Nag-overconfidentak idi, ta ti adda iti panunot ko ket makayanak uray awan iti usto a panagsagana.”

(I was not prepared because it all happened suddenly. When I first applied, it felt like nothing serious, I had no plan at all. I was overconfident, thinking I could handle it even without any preparation..)

In addition, Participant 14, a Bureau of Fire Protection officer from Bangui who failed five times, shared that:

“Gipit kami idi iti kwarta, ken nagsakit pay ni nanangko. Idi nagtawag da nga ag-BMI kami, awan iti pagpletek. No kuma naka urnongak idi iti kwarta, baka kinayak kuma.”

(We were short on money back then because my mother got sick, and when they called us for the BMI assessment, I didn't have any fare. If only I had saved earlier, I might have made it.)

Participant 15, a Bureau of Jail Management and Penology officer from Laoag who failed twice, added:

“Saanko unay a napakadaan iti Neuro nga exam, gapu ta awan pay idi iti ammok maipagarup iti Neuro. Iti kuarta nga magastos ko iti panpanunotek laeng idi, Isu nga saanak a nakapagsagana a nasayaat.”

(I wasn't really able to prepare for the neuro exam because I didn't know anything about it back then. I was too worried about money and expenses, so I wasn't prepared.)

Unpreparedness was a major factor contributing to the failure of law enforcers during their application attempts to the Tri-Bureau. Many entered the recruitment process with minimal planning, limited physical and mental readiness, and insufficient awareness of procedural requirements.

Overconfidence and last-minute decision-making caused some to underestimate the level of discipline and preparation required to meet recruitment standards. External factors such as financial difficulties, lack of rest, and limited knowledge about examinations, particularly the neuro-psychological test, further weakened their readiness. These experiences show that effective preparation demands consistency, foresight, and an understanding that the recruitment process involves multiple stages requiring physical conditioning, emotional stability, and careful logistical planning.

This theme is consistent with Tudor (2020), who emphasized that insufficient preparation such as poor time management, lack of structured training, and emotional instability often leads to underperformance in competitive law enforcement recruitment. Kale (2024) further noted that applicants who fail to reassess their strategies, seek guidance, and address previous weaknesses are less likely to improve their outcomes during reapplication. These experiences point to clear gaps in self-regulated learning, echoing Zimmerman's (2000) view that inadequate self-monitoring, planning, and reflection weaken an individual's ability to meet performance demands. Taken together, the narratives demonstrate that preparation shortfall arises when recruitment is treated as a casual or one-time effort rather than a structured and sustained commitment, ultimately resulting in missed opportunities and early disqualification.

Interventive Preparation Carried out by the Law Enforcers During Reapplication

The themes presented in this section illustrate the strategies the participants adopted after experiencing failure in their initial attempt. These interventive preparations show how applicants shifted from unstructured and reactive approaches to more intentional, informed, and disciplined methods:

Document Preparation

Document Preparation refers to the process of creating and organizing documents for distribution or presentation (Idiom, n.d.). This theme encapsulates how applicants diligently gathered scholastic records, clearances, certificates, and other pertinent documents to meet the initial requirements of the Tri-Bureau recruitment.

This is supported by the statement of participant 1, a Philippine National Police officer from Pasuquin who failed twice, who shared that:

“Iti preparasionko idi, insigida kon dagiti masapul a papel ken naduma-duma a dokumento tapno makapag-applyan, gapu ta idi ket online registration. Innalak amin a masapul a dokumento tapno no mangrugi iti pinag-apply, ma-scan ken ma-upload ko dagitoy a kasapulan.”

(During my preparation, I immediately secured the required papers and various documents so I could apply, since the registration was online. I gathered all the necessary documents so that once the application period started, I could already scan and upload everything needed.)

Participant 2, a Philippine National Police officer from Bangui who failed twice, explained that:

“Dagiti preparasyon ko idi ag-aplikar iti Tri-Bureau ket nagi- secure nak iti naduma-duma a dokumentok, lalo ta agkurang iti kinatayag ko. Gapuna, nagpa-issue nak iti waiver ko para iti tallo a bureau: BFP,PNP, ken BJMP.”

(During my preparation for applying to the Tri-Bureau, I made sure to secure all my documents, especially since I was lacking in height, so I requested a waiver for the BFP, PNP, and BJMP.)

Participant 3, a Philippine National Police officer from Bangui who failed three times, expressed a similar view:

“Dapat ma-secureko amin a dokumento, ken dapat naka- preparar amin, nangruna dagiti eligibility. Iti eligibility ket isu dagiti kas kina Board Passer ko, NAPOLCOM passer, ken Civil Service, kas kasapulan iti pina pannaka-approve. Dapat ma- compile amin a dokumento, ken iyuray dagiti requirements a kasapulan iti Region 1. No ania iti ibaga da idiay, isu met iti nasken a mai-attach idiay folder.”

(You must secure everything, especially your eligibility papers such as board passer certificates, NAPOLCOM, or Civil Service results. You need to compile all your documents early and wait for the requirements that Region 1 will specify. Whatever they tell you to attach, you should already have it ready in your folder.)

Participant 4, a Philippine National Police officer from Bangui with two failed attempts, explained that:

“No dehado ka iti height, mangala ka iti height waiver no miembro ka iti ethnic group. Agala ka iti height waiver, ipasa iti approval iti provincial ethnic group, ken ipasam idiay NAPOLCOM.”

(If you are at a height disadvantage, you can get a height waiver if you have ethnic ancestry. You must obtain the height waiver and submit it for approval to the provincial ethnic group office, then pass it to NAPOLCOM.)

Futhermore, he also emphasized:

“Iti inaramid ko idi maikadwa nga aplikasion ko ket agisecure nak iti naduma-duma nga dokumento kase nu damdamom iti ag-apply saan daka paylang am-ammo sadakan to lang am- ammo’n nu malukatan da diay folder mon Nu naurnos diay folder mo magustwan da nga luk-lukiben ken napintas iti pinangi-dissaag da nukwa ngem nu met madi tay ipasam nga folder mo

apagkita da pelang tay folder mo kaslang maluksaw dan ta haan ngarod nga naurnos ken nadalus didiay a kitkitaen”

(In my second application, what I did was secure all the different required documents because when you apply, they may not know you personally. What they first see is your folder. If your folder is organized, clean, and properly arranged, they are more willing to check it and it creates a good impression. But if the folder you submit is messy and disorganized, they will lose interest or be demotivated because its messy.)

Likewise Participant 12, a Bureau of Fire Protection officer from Batac who failed twice shared that:

“Nagsal-saludsod nak ngaminen nu ana dagitay requirements isu iti inaramid ko, immuna nagpapa-authenticate nak amin nga dokumento kasi isu ti kasapulan, Immuna dagitay naririgat kangrunaan na tay PRC Rating, Board Rating, Transcript of Records ken Diploma ken adda lawas na dagidiay nga mai-uray, isu inyun-unak dagidiay, nabayag a maala a dokumento.”

(I kept asking others about the requirements, so what I did first was to have all my documents authenticated because those were needed. First was the most difficult ones to process were the PRC rating, board rating, transcript, and diploma, so I prioritized those since they usually take longer to obtain.)

Participant 14, a Bureau of Fire Protection officer from Bangui who failed five times shared that:

“Sakbay pay a nangrugi iti quota aplikasyon para iti PNP, nagsaganaak babaen i ti panangaramidko ti kompleto a listaan dagiti amin a kasapulan a dokumento. Dagiti immuna a in-prosesok ket dagiti record ti pagadalak, nga agarup makalawas a nairuar. Kalpasan dayta, siniguradok dagiti kasapulan a mabalin a mai-leppas a dagus. Intuloyko a saggaysa nga inurnong ti tunggal a dokumento aginggana a na-kompletok amin nga adda iti listaan.”

(Before the PNP quota application even started, I prepared by making a complete list of all the required documents. The first ones I processed were the ones that took about a week to be released. After that, I secured the requirements that could be obtained immediately. I continued gathering each document one by one until I finally completed everything on the list.)

Law enforcers demonstrated a more deliberate and structured approach to document preparation during reapplication. They placed strong emphasis on securing scholastic records, clearances, eligibility certifications, and authentication requirements well before the opening of online registration. Some also proactively obtained special documents, such as height waivers, reflecting increased foresight, discipline, and procedural awareness. Attention to detail, including organizing folders neatly, clearly labeling documents, and ensuring completeness, reflected not only logistical readiness but also professionalism and respect for institutional processes. These practices directly stemmed from their experiences during previous attempts of application, particularly due to documentary deficiencies. After facing

disqualification from missing, incomplete, or delayed documents, the law enforcers adopted corrective measures to address the weaknesses identified in their earlier applications. As a result, document preparation functioned as a purposeful response to prior failure, marking a clear shift from uninformed and reactive behavior toward intentional, informed, and organized preparation during reapplication.

This reflects the principles of Self-Regulated Learning Theory, which emphasizes proactive goal setting, strategic planning, and self-monitoring during preparation. Law enforcers who carefully organized and secured their documents demonstrated self-regulated behavior by independently managing requirements and anticipating recruitment demands. Related discussions on the Philippine National Police recruitment process emphasize that discipline and readiness are reflected through the timely and accurate submission of documents, which is treated as an early indicator of applicant seriousness and responsibility (National Police Clearance, 2025). In the same way, the discussion on documenting recruitment and hiring processes by the University of Washington Human Resources (2024) highlights that proper documentation signals accountability, compliance, and transparency within institutional systems. By maintaining organized and complete folders, the participants were not merely fulfilling clerical tasks but were also meeting system-level expectations that facilitate efficient evaluation by recruitment authorities.

Physical Conditioning

Physical conditioning refers to the development of physical fitness through the adaptation of the body and its various systems to an exercise program (Blair, 2025). It embodies the deliberate effort after failing the application of the law enforcers to improve their physical condition, stamina, and strength in order to meet the stringent physical requirements of law enforcement recruitment.

This is supported by the statement of Participant 16, a Philippine National Police officer from Paoay who failed twice, who shared that:

“Idi haan nak nakastrek idi ununana intul-tuloy ko latta iti nag pawatwat ti bagi idi Nagtaray-taray nak aginggana idi nag PAT nakon saannak unay a narigatan idin ken ngimato iti kilo’k.”

(When I did not pass on my first attempt, I continued conditioning my body. I kept running and training until the Physical Agility Test, so it was no longer very difficult for me, and I was also able to gain weight.)

Participant 10, a Philippine National Police officer from Paoay who failed twice, also mentioned that:

“Idiay met naudi nga pinag-aplikar ko in saganak talaga ti bagikon. Nag pa condisyon nak uppap (4) nga bulan, agjog- jogging nak iti alas kwatro (4 a.m) iti agsapa tapno makamat ko didiay dagsen a kayat ko, Idi siak 19 minuto 3 kilometro iti nagbaliwak ko sakbay 12 minuto.”

(During my last application, I really prepared myself. I conditioned my body for four months, jogging at four in the morning to reduce my weight. I improved my three-kilometer run from 19 minutes to under 12 minutes.)

Similarly, Participant 12, a Bureau of Fire Protection officer from Batac who failed twice, stated that:

“Malem jogging ken cardio, endurance ken balance diet lang iti focus ko idi, Pinarigatak iti bag-bagik adda kam-kamakamek nga limitasyon iti pinag-pushup ken pull up ko, ken nu mano nga minuto laeng iti pinag-jogging ko, sakbay nak nga mapan idiy Physical Fit Test ket dapat ma-beat kon.”

(In the afternoons, I focused on jogging and cardio, endurance, and a balanced diet. I pushed my body by setting personal limits for my push-ups and pull-ups, as well as the number of minutes for jogging. Before going to the Physical Fitness Test, I made sure that I could already beat the required standards.)

Lastly, Participant 11, a member of the Bureau of Fire Protection in Currimaowho failed twice, shared that:

“Siempre, ammok met iti manu nga push up idin. Sob-sobraak latta tay maysa (1) a minuto ket dapat makapag 35 push ups kunada, idi inprac-practice ko lang dagiay minimum nga agility test, aginggana kinayak isu nalakaan nak diay agility, uray kasano kadakkel iti bagim nu awan iti husto a pa-kondision mo, awan di ka maala. Dapat nga ipasam amin didiay or sobraam diay minimum.”

(Of course, I already knew how many push-ups were required, you had to do 35 within one minute so I practiced until I could meet that minimum for the agility test. Eventually, it became easy for me. Even if you have a big body, if you don't practice, you won't make it. You have exceed the minimum .)

The development of physical fitness during reapplication directly addressed the physical unpreparedness experienced by the law enforcers during their previous attempts of application that caused them to fail. After experiencing disqualification due to low stamina, poor conditioning, or weight-related issues, the law enforcers shifted toward consistent exercise, endurance building, and goal-oriented conditioning. They persisted with daily routines even after previous failures, demonstrating that improvement came through discipline, self-monitoring, and sustained effort. Their emphasis on cardio training, strength development, and proper nutrition reflected not only improved physical readiness but also growing resilience and self-mastery. In this sense, physical preparation moved beyond merely passing fitness tests and became a process of cultivating endurance, patience, and control, qualities essential for effective and long-term service in law enforcement.

Related studies emphasize that both physical and mental conditioning are essential components of readiness for law enforcement careers, noting that success in recruitment is achieved through gradual and intentional preparation that strengthens stamina and psychological resilience (Bauzon & Moyao, 2023). Discussions on the Philippine recruitment process likewise stress that applicants must demonstrate

physical stamina and adaptability to meet rigorous standards (InCorp Philippines, 2025). Taken together, these perspectives reinforce that physical tenacity is a defining marker of true preparedness, reflecting discipline, determination, and the willingness to overcome previous limitations to meet the demands of Tri-Bureau recruitment.

Practicing Neuro Techniques

Neuro-Techniques refers to deliberate, neuroscience-informed cognitive–emotional self-regulation practices e.g., paced breathing, brief mindfulness/grounding, visualization, cognitive reframing, and time-pressured practice) used to optimise attention, arousal, consistency of responses, and composure during evaluative situations such as neuro-psychiatric screening (American Psychological Association, 2024). In this study, it captures how the law enforcers mentally prepared for the neuro-psychiatric examination by regulating their mindset, practising logical consistency in answers, managing stress and fatigue, and familiarising themselves with the test format and demands.

This is supported by the statement of Participant 1, a Philippine National Police officer from Pasuquin who failed twice, explained that:

“Nagbuyanak ti Youtube no kasano ti Neuro no kasano iti panag-sasarunona, kasi siak idi ngamin first application ko iti naka bagsakak ket tay Neuro gayam , masapol nga positive ken consistent iti panag-sungbat mo ken didiay nu ag exam ka iti Neuro’n awan iti malibtawan dapat sungbatam amin kasla kuma dejay “Sentence Completion”. Isut naka-alaak dagijay, nalibtawan nak laeng iti tallo nga damag kasi damok, detay nerbyos, pressure nga baka malipatan dagijay. Isu detay Maikadwa Aplikasyon kon insaganaak detay Neuro’n nagbasa- basa nakon, nag buya nak, nag dam-damagak dagitay napalabas nga aplikante nga naka-pasan isu detay inyaplikar ko amin. Kaasin apo detay naka-bagsak nga Neuro idi umuna nga pinag-aplikar ko ket naipasak idi sumarunon nga aplikasion kon.”

(I watched YouTube videos to learn how the neuro exam works and to understand its procedures because during my first application, I failed due to the neuro exam. I learned that answers must be positive and consistent, and that during the neuro exam, nothing should be left unanswered, especially in the sentence completion part. That was where I failed before, as I left three questions unanswered because it was my first time, I panicked due to nervousness and pressure, fearing I might forget my answers. For my second application, I prepared thoroughly for the neuro exam by reading, watching videos, and asking previous applicants who had already passed. I applied everything I learned, and with God’s help, the neuro exam that I failed during my first application was finally passed in my succeeding application.)

Participant 2, a Philippine National Police officer from Bangui who failed twice, further stated that:

“Kalpasan tay umuna nga panag-aplikar ko nabagsak nak iti Neuro,iti inubrak dagijay usto nga insungbat ko isu latta iti insung-sungbat ko ngem dagijay haan nga usto isu iti binaliwak kase kalpasan iti pinag-aplikar ko inted da met laeng iti papeles mo ken dagijay inar-aramid yo ket makitam idjay dagijay haan

nga usto nga sungbat mo ken dagijay nagkurangam, kapnu mabaliwam dagijay nagkurangam nga damag ken sungbat mo bale nag talinaed nak metlang kadagijay positibo nga sungbat ko ngem dagijay kurang pay nga answer ko mas indaluok nu anat pagmay-mayatan na nga mai-sungbat ko.”

(After my first application, I failed the neuro exam. What I did was keep the answers that were correct and change the ones that were wrong. After the application, they returned my documents and exam papers, which allowed me to see the incorrect answers and the parts where I was lacking. This helped me improve the questions and responses I needed to work on. I maintained my positive answers and focused more on improving the areas where my responses were still insufficient, paying closer attention to how those questions should be properly answered.)

Participant 5, a Philippine National Police officer from Batac who failed five times, who stated that:

“Idiay Neuro dapat kina-sayaat lang ti adda iti panunot mo, awan dapat iti dina-dakes wenno binabalasubas, kasi nu Neuro ijay mommakita iti pinag ug-ugali iti mesa nga tao. Dapat agsu-surot amin iti ibagbagam written wenno oral, agsalud-sod danto ijay Oral Interview nu ana met laeng dagitay naduma-duma nga in sung-sungbat mo naka-base ijay written exam mo pang-kitaan nu sika ket mang ul-ulbod. Kaadwan nga damag ket panggep iti logic, example: “adda aso a nadungpar, ana ngarod ti ubraem? Labasam lang wenno inka tulongan?, panggep iti logic lang talaga.”

(During the neuro exam, only positive thoughts should be in your mind. There should be no negative or harmful thinking because the neuro exam reveals a person’s behavior and character. Your answers must be consistent in both the written and oral parts since the interviewers will ask questions based on what you wrote in the exam to check if you are being truthful. Most of the questions are about logic. For example, if a dog was hit by a vehicle, what would you do? Would you just pass by, or would you help it? The questions are really focused on logical thinking.)

Participant 9, a senior member of the a Bureau of Jail Management and Penology officer from Batac who failed twice, explained that:

“Idi maudi aplikasion ko ngamin Neuro ken Medical iti nag-rigatak isu nag damage-damag nak iti senior ko idin nu ana dagiti naduma-duma nga ubraek. Narigat ngamin nga i-pasa iti Neuro nu awan ti husto nga knowledge mo, ket iti laeng inbaga ni senior ko idi ket dapat consistent ka idjay sungbat mo, dapat basaem nga nalaing tay damag dapat logical tay sungbat mo. Ngem dapat nu ag Neuro ka haan ka nga agpuy-puyat dapat kompleto iti tur-turug mo tapno maka sungbat ka nga nalaing.”

(During my last application, the Neuro and Medical examinations were the most difficult for me, so I asked my senior officers about what I should do. Passing the Neuro exam is hard if you do not have

proper knowledge, and what my senior told me was that my answers must always be consistent. I was also advised to read each question carefully and make sure my answers were logical. Most importantly, I was told not to stay up late before the Neuro exam and to get enough sleep so I could think clearly and answer properly.)

Participant 8, a female member of Bureau of Jail Management and Penology officer from Batac who failed twice, added:

“Idi dam-damok iti ag-Neuro ket na disqualifiedy nak. Kalpasan idi nag-aplayak ditoy BJMP nag buy-buya nak ti YouTube kapnun ammok ti sumarono nga ar-aramidekon ken naduma- duma nga sungbat ko kasjay. Adu gamin ti mabagbasak ti Neuro isu idiy nak nag pasnek. Adda met dagijay nabuy-buyak ayan ti YouTube nga adda iti exam.”

(When I first took the Neuro exam, I was disqualified. After that, when I applied to the Bureau of Jail Management and Penology, I watched YouTube videos so I could understand the process and how to answer the questions properly. There were many confusing things said about the Neuro exam, so that is where I focused my preparation. Some of the videos I watched on YouTube also discussed what appears in the actual exam.)

Participant 12, a Bureau of Fire Protection officer from Batac who failed twice also added:

“Idi simaruno nga aplikasion kon diday Neuro adda nangbag- бага kanyak idi nga dapat consistent ka ti sungbat mo talaga, then dapat paspasam ti ag-sungbat, ta isu naka bagsakak idi na “Time Pressure” nak haan ko nasungbatan amin tay Neuro Exam ta jak napuotan. Dakkel ti diperensya nga na naimprove ko tay Neuro kon ta adda ammokon.. adda nag-basehak kon isu nalakaan nak lang idin .”

(During my next application, I was advised that in the neuro exam, your answers must be consistent and you should answer quickly. I failed before because I was under time pressure and couldn't finish all the questions since I wasn't aware of how the exam worked. There was a big difference the second time because I improved in the neuro exam I already knew what to expect and had an idea, so it became easier for me.)

The law enforcers deliberately practiced neuro techniques as part of their interventive preparation to strengthen mental focus, emotional control, and consistency during the neuro-psychiatric evaluation. They engaged in logical reasoning exercises, reviewed online materials, sought guidance from experienced officers, and ensured adequate rest to manage stress and sharpen concentration. These strategies reflect a more intentional and disciplined approach to psychological preparation, treating mental readiness as a skill that can be developed through awareness, practice, and self-regulation. These interventive practices directly addressed the neuro-psychological unpreparedness identified in their previous attempts of application that caused failure. During those initial attempts, many law enforcers lacked familiarity with the neuro-psychiatric exam, struggled with anxiety and time pressure, and were

unaware of the importance of consistency and emotional stability. The shift toward practicing neuro techniques during reapplication demonstrates how previous failures prompted corrective action, transforming unmanaged stress and confusion into deliberate preparation focused on composure, cognitive stability, and controlled decision-making.

Related literature explains that the neuro-psychiatric evaluation functions as a measure of mental balance, emotional control, and integrity rather than a simple test of intellect (Philippine National Police Health Service, 2024). Applicants are assessed on composure, behavioral consistency, and logical reasoning, all of which reflect psychological stability for public service. Discussions on psychological resilience further note that individuals who practice cognitive self-regulation, mindfulness, and emotional management perform more effectively in high-pressure evaluative settings because they maintain focus and reduce anxiety (American Psychological Association, 2024). Together, these perspectives reinforce that addressing neuro-psychological unpreparedness requires intentional mental conditioning and emotional regulation, especially for applicants facing repeated recruitment attempts.

Seeking Guidance

Seeking Guidance refers to the act of looking for advice or instruction to help one make decisions or solve problems (Collins Dictionary, 2025). As to this theme, the law enforcers explained that they turned to peers, seniors, and even online platforms such as YouTube and Google to understand the process, strengthen their preparation, and learn strategies that would help them succeed.

This is supported by the statement of Participant 4, a Philippine National Police officer from Bangui who failed twice, explained that:

“Awan ti nangisuro kanyak, ngem nagdam-damag nak dagiti padak nga aplikante tatno ammok met laeng ti mapasasamak, dapat amom ti maki-sarita ti kadwa yo tapnu maka ala kamet impormasyon.”

(No one formally guided me, but I asked co-applicants so I could be aware of what was happening. You must communicate with your peers to avoid missing important information or requirements.)

In addition, Participant 5, a Philippine National Police officer from Batac who failed five times, shared that:

“Ti pagmayatan na ti ag ap-aplikar nga Criminology, ket agti- tinnulong kayo.. agpi-pinarabur kayo ti impormasyon aging- gana adda ammo yo iti mapasasamak, isu ti inubrak idi maud inga panag aplikar kon.”

(What is good about applying as criminology graduates is that you help one another. You share information and support each other until you understand what will happen in the process, and that is what I did during my last application.)

Furthermore, Participant 6, a Philippine National Police officer from Batac who failed twice, shared that:

“Ni kasinsin ko nga ag dama nga police idi, isuna ti nagdam-damagak nu kasano karigat, ken nu ana dagiti naduma-duma nga maisag-sagana.”

(My cousin, who was already serving as a police officer at that time, was the one I asked about the difficulties of the process and the different things that needed to be prepared.)

Finally, Participant 7, a Bureau of Fire Protection officer from Paoay who failed twice, stated that:

“Babaen na ti online agsearch ka kasjay, kitaam nu ana didiay pagkur-kurangam damagem yanti bagim nu ana didiay pagkurkurangam. Nag Google nak, kase adda gamin tay question nga, “ay kastuy gayam”. Adda gamin dagijay question nga haan ko nasungsungbatan “ay kastuy gayam ti answer na kastuy ti pamayak kasjay”, aglalo dijay Critical Reasoning didiay dagiti nari-rigat nga sungbatan. Syempre ag magulwan met ti panunot mo ag sardeng met, isu sinarak ko ti google.. “ah kastuy gayam answer na kasdiay.”

(So what I did was search online to see where I was lacking and to assess myself on which areas I needed improvement. I used Google because there were some questions I didn't answer correctly, and I found out what the right answers were. Especially for critical reasoning questions, which were really hard to answer sometimes your mind just goes blank so I looked them up on Google and realized, “Ah, so that's how it should be answered”.)

Meanwhile, Participant 12, a Bureau of Fire Protection officer from Batac who failed twice, emphasized:

“Idi simmaruno nga apply kon ti nang-guide kanyak ket dagiti seniors ko idi college kami, dakkal iti tulong da aglalo idi ag OJT nak kaadwan on Bureau of Fire nak talaga. Syempre isu dagija ngimato jy neuro kon. Kalpasan dagijy physical exercise'n nangato aminen, kase ammok iti proseso na idin.”

(During my next application, I was guided by my seniors back when we were still in college. Their guidance was a big help, especially during my on-the-job training (OJT), which was mostly with the Bureau of Fire Protection. Because of their support, my performance in the neuro examination improved. My physical fitness also improved afterward because I already understood the process by then.)

Participant 10, a Philippine National Police officer from Paoay who failed twice shared that:

“Innalak amin a pammag-baga a napintas nga ibagbaga dagitay Service Personel. Nagdam-damag nak met a dagitay nakastrekken nga kakadwan, ket

*nagataak met ta ti advice da ket pudno amin, inda-daulo’k dagijay. Nagbuy-
buya nak yanta YouTube dagitay exam ti, Neuro pay.”*

(I adopted the good advice given by in-service personnel. I also asked seniors and their advice was helpful, so I reviewed them. I also watched YouTube videos about the neuro exam.)

Seeking guidance during reapplication emerged as a direct response to the unguided approach experienced by the law enforcers during their attempts of application. After facing failure without proper direction, they recognized the need for reliable information and support to navigate the Tri-Bureau recruitment process more effectively. During their interventive preparation, they actively sought advice from in-service personnel, seniors, peers, and relatives already in the service. They also turned to accessible digital platforms such as YouTube and Google to understand the neuro-psychiatric examination, physical fitness tests, and interview procedures. These efforts reflect a shift from trial-and-error application to informed preparation, where guidance served as a stabilizing factor that reduced confusion, strengthened confidence, and improved readiness during reapplication.

Related discussions emphasize that mentorship, peer collaboration, and structured support systems play a vital role in building resilience and readiness among law enforcement aspirants (International Association of Chiefs of Police, 2023). Preparation, therefore, extends beyond procedural compliance and includes emotional support and shared learning, which help applicants manage uncertainty and pressure. Similarly, literature on support systems explains that social support functions as both an emotional and cognitive resource, allowing individuals to regulate stress, clarify expectations, and sustain motivation during demanding processes (American Psychological Association, 2024). Taken together, these perspectives highlight that addressing an unguided approach requires access to mentorship and shared knowledge, enabling applicants to transform uncertainty into purposeful and resilient preparation during reapplication.

Lifestyle Change

Lifestyle Change refers to the conscious modification of one’s habits and daily routines to promote better health, discipline, and overall well-being (Marceau, 2025). In this study, Lifestyle Change captures how applicants deliberately transformed their behaviors after experiencing failure in the recruitment process.

This is supported by the statement of Participant 2, a Philippine National Police officer from Bangui who failed twice, emphasized:

*“Nu awan disiplinam iti bagbagim, no puro ka bisyo kada dagitia rag-
ragsak mo ti lang pan-panunotem mapa inom ti arak wenno sigarilyo kasjay ka
nga tao. Narigat ka nga makastrek kase masapol da pay ti medical dijay ma check da
dijay nu “Fit” ka metlang, isu nga dapat healthy living latta.”*

(If you lack self-discipline and focus only on vices and pleasure, such as drinking alcohol or smoking, it becomes difficult to enter the service because you still have to pass the medical examination where they check if you are fit. That is why maintaining a healthy lifestyle is always necessary.)

Participant 3, a Philippine National Police officer from Bangui who failed three times, reflected:

“Madi nak napagasatan ti immuna nga gundaway isu nga ti preperasyon talaga sakbay a sumrek ti PNP isagana iti bag- bagim lalo ti salun-at mo . Umuna iti salun-at tapos panunut ken ana nagkurangak idi dam-damu ka nagapply isu ti pinag focusak aglalo tay medical. Ay, binnigat latta met idi a nga ag pinagwat-wat. Jogging, walking, iwas iti pinag bisyo, ken haan unay agpuy-puyat. Isu latta exercise, Iwas iti stress tapnun maka saganae nak pinag apply ko.”

(I was not successful in my first attempt, so I realized that proper preparation before entering the Philippine National Police means preparing your body, especially your health. Health comes first, followed by mindset, and I focused on correcting what I lacked during my initial application, particularly in the medical aspect. I consistently exercised by jogging and walking, avoided vices, and made sure not to stay up late. I maintained regular exercise and avoided stress so that I could prepare myself well for my application..)

Participant 7, a Bureau of Fire Protection officer from Paoay who failed twice, who expressed that:

“Idi ngamin maibarka-barkada nak pelang busy nga makigay-egayem kasjai. Kasla kuma idi adda ti umay nga opisyal kuma ket, kasla awan lang kaslang baliwala lang kuma, isu insardeng ko metten dagiti kaslang kuma ag walay-walay, dapat nadisiplina pela ummuna.”

(Back then, I often spent time with friends and was busy socializing or dating. During my application, whenever an official would come around, it felt meaningless like nothing serious was happening. So, I decided to stop those unproductive hangouts because discipline should always come first.)

Meanwhile, Participant 13, a Bureau of Fire Protection officer from Bangui who failed twice, explained that:

“Idi damok ngamin ket ti findings ti medical ko ket cholesterol isu meysa naka bagsakak idi damok, tapno maikkat dijay nga sakit ket baliwak ti healthy living (life style) ko, haan nak unay mangmangan ti mamantiikan isu nga mayat ti resulta iti medical ko.”

(When I first applied, my medical results showed high cholesterol. To overcome this, I changed my lifestyle into a healthier one, avoiding oily food, and the results of my medical exam improved.)

Participant 14, a Bureau of Fire Protection officer from Bangui who failed five times, stated that:

“Kalpasan ti pinag-aplikar ko, nag sardeng nak nga uminom iti arak, nagan-annad nak iti bagbagikon ken sinabayak iti inaldaw-aldaw a panag exercise.”

(After my application, I stopped drinking alcohol. I became more careful with my body and paired it with daily exercise.

Finally, Participant 15, a Bureau of Jail Management and Penology officer from Laoag who failed twice, further shared that:

“Nag focus nak ti masangwannan ti application process ken iniwasak pelang ti naki barkada pelang tapnon maka focus nak pinag aplikar ko PNP.”

(I focused on preparing for the application process and reduced my time with peers so that I could fully concentrate on applying for the PNP.)

One of the crucial adjustments made by law enforcers during their interventive preparation for reapplication involved the conscious transformation of their habits toward healthier and more disciplined lifestyles. After experiencing rejection, they recognized that success in law enforcement recruitment required not only physical fitness but also moral discipline, proper nutrition, and self-control. By giving up unhealthy behaviors such as excessive drinking, smoking, and inadequate rest, they improved their focus, medical results, and physical stamina. This change reflects a holistic approach to preparation, where mind, body, and discipline work together to demonstrate readiness to serve with integrity and resilience.

The study *Ready for Duty: A Study on the Preparedness of Licensed Criminology Graduates for Law Enforcement Careers* aligns with this study which emphasized that maintaining a healthy lifestyle and strong self-discipline significantly enhance applicant readiness and long-term performance in law enforcement (Bauzon & Moyao, 2023). Similarly, *A Guide to Understanding the Recruitment Process in the Philippines* highlighted that readiness extends beyond compliance to include moral and physical conditioning, requiring applicants to embody responsibility, perseverance, and wellness as part of their professional identity (InCorp Philippines, 2025). These affirm that Lifestyle Change is not merely about physical improvement but a reflection of integrity, determination, and personal reform qualities that define the essence of a truly prepared law enforcer.

Challenges Encountered by the Law Enforcers During Interventive Preparations

The following themes capture the barriers the participants faced while carrying out their preparatory efforts during reapplication. Although they were more knowledgeable and determined than during their previous attempts, they continued to encounter obstacles that tested their readiness, patience, and resilience:

Procedural Hurdles

Procedural Hurdles refers to the bureaucratic, administrative, or legal obstacles that prevent an official document from being legally recognized or accepted by authorities (Sustainability Directory, 2025). In this study, this theme captures the procedural and psychological difficulties encountered by the law enforcers as they secured and submitted legal and personal documents such as NBI and police clearances, eligibility certifications, and other supporting requirements.

Furthermore, Participant 8, a Bureau of Jail Management and Penology officer from Batac who failed twice added:

“Ti medyo nang itan-tan kanyak ti pinag procesosok ket Mayors Clearance, ti gapu ket nu dudduma awan ni Mayor so inur-uray ko ti tallo (3) nga aldaw sa kunto maala tay clearance, isu meysa naka nang itantan kanyak.”

(What caused a bit of delay for me during the processing was the Mayor’s clearance because sometimes the mayor wasn’t around, so I had to wait for three days before I could get the clearance. That was one of the reasons for my delay.)

In addition, Participant 12, a Bureau of Fire Protection officer from Batac who failed twice emphasized:

“Ti narigat ket ti authentication from PRC then tay transcript of record kailangam ngamin ipasa mesa lawas ti maximum pay na sa munto maala tapos tay PRC idi ngamin three days kunada na time pressure nak idi.”

(The difficult part was the authentication from the PRC and the transcript of records because they needed to be submitted within a week at most. The PRC process, they said, would take three days, so I was really under time pressure back then.)

Participant 13, a Bureau of Fire Protection officer from Bangui who failed twice stated that:

“Panag kompleto dagiti masapol nga papeles ko, isu ti narigat nga mapasamak no inka ag apply. Syak jak unay ammo no kasano ti proseso iti pinag-apply.”

(The most difficult part of applying was completing all the required documents. I didn’t really know the process, which made it hard for me.)

Participant 16, a Philippine National Police officer from Paoay who failed twice shared that:

“Pinagi-proseso ti clearance, mapan ka NBI, police clearance kase syempre nu kalep-lepas mo nga ag-graduate ka awanen iti mabalin pagunyanen, awanen iti mabalin mangkuyog kenkan. Ag sol-solo nak, so idi un-unna na mapan

nak agala papapel ko medjo managbabain nak pela ngarud idi, ah didiay kuma napagtanto nga nakababain ken damag, nga nu haan mo kuma ammo, kasla “Sir kasano ti kastuy kastuy ayanna sumarunno a papanak kasjay” dijay ti idi ti nang parigat kanyak.”

(Processing clearances means going to the NBI, police station, and other offices. As a fresh graduate, I had no one to accompany me, so I had to do it alone. At first, when I went to get my documents, I felt embarrassed. I realized that it was difficult and awkward to ask questions when you do not know the process, like asking, “Sir, how do I do this?” or “Where should I go next?” That uncertainty and hesitation were what made the process hard for me.)

Procedural hurdles posed a major challenge for law enforcers during their applications. The law enforcers encountered delays, confusion, and time pressure while securing requirements such as mayor’s clearance, National Bureau of Investigation clearance, police clearance, Professional Regulation Commission authentication, and academic records. Limited guidance, long processing times, unavailable signatories, and unfamiliar procedures made the process stressful, especially for those completing the requirements independently for the first time. These challenges underscore the importance of document preparation as a key response to procedural hurdles. The difficulties experienced showed that lack of early planning and poor organization increased the risk of delays and disqualification. Proper document preparation allowed law enforcers to manage requirements more efficiently, reduce uncertainty, and approach the application process with greater confidence and administrative readiness.

This perspective is consistent with the Preparation for Future Learning Theory (Bransford & Schwartz, 1999), which explains that individuals rely on prior experiences to develop the cognitive strategies needed to manage new and complex tasks. Law enforcers who lacked early exposure to bureaucratic procedures struggled to anticipate requirements and respond efficiently, leading to uncertainty and hesitation during the process. Related discussions on administrative readiness further emphasize that the ability to organize documents, follow procedures, and meet deadlines reflects organizational competence and responsibility qualities fundamental to public service roles (Kaufman, 2023). Taken together, these insights reinforce that document preparation is not merely clerical work but a foundational skill that shapes readiness, confidence, and professional credibility during reapplication.

Physical Strain

Physical strain is defined as the state of fatigue, bodily stress, or overexertion resulting from demanding physical activity or insufficient conditioning (Cambridge Dictionary, 2025). Physical Strain describes the law enforcers’ experience of struggling with the physical demands of the recruitment process during their interventive preparations.

Participant 1, a Philippine National Police officer from Pasuquin who failed twice, mentioned that:

“Madama COVID idi haan nak makarwar isu jak makarwar sanay ko ngamin nga adda kadwa na nga ag exercise, idi mey- meysa nak ket awan ganay-gay kun.”

(Because it was during COVID, I could not go out. I was used to exercising with companions, and when I was alone, I had no motivation.)

Participant 7, a Bureau of Fire Protection officer from Paoay who failed twice, added:

“Narigatan nak bassit idi ta mejo nakapsut stamina’k santu ta nu nakapsut ti staminam haan ka met maka exercise nag bayag ko in build ti stamina’k ken endurance ko idi.”

(I struggled a bit because my stamina was low, and when your stamina is low, you can’t exercise properly. It took me a long time to build up my stamina and endurance back then.)

He further stated that:

“Kanayon nga nasakit nukwa iti bag-bagik , adda tay time pay nasubraak nag exercise idi damdammok in gurigur ko pay, haan nak maka bangon idi.”

(My whole body hurt every day. There were even times when I overworked myself during exercise, and as a result I had fever. I couldn’t even get up afterward.)

Likewise, Participant 8 a member of the Bureau of Jail Management and Penology in Batac, emphasized:

“Gapu ta overweight nak idi nag dagsen bag-bagik nagrigat ko nga pinapigsa stamina’k ken nag lose ti fat, uray nak la mat- matay ti bannog nu malpas nak ag jogging.”

(Since I was overweight, my body felt heavy and it was difficult for me to strengthen my stamina and lose fat. I would feel extremely exhausted, almost like I was about to collapse, every time I finished jogging.)

This is supported by the statement of Participant 10, a Philippine National Police officer from Paoay who failed twice stated that:

“Nabagsakak ta haannak naka pasa ti BMI overweight nak Isu idi nag pa pigsak nak bago nak nag apply ulit ngem, nag rigat ag adjust ken diet kinanayun nga ag sak-sakit bagik santu ag ka-kapsut nak py.”

(I failed because I didn't pass the BMI since I was overweight. So when I tried to condition myself before reapplying, it was difficult to adjust my diet, and my body would often feel sore and weak.)

Participant 12, a Bureau of Fire Protection officer from Batac who failed twice, expressed that:

“Ti pinag pa-pigsak ti bagbagi addai ti risk na nga ma injury ka kasla kanyak idi, na tapilok nak bato nablo idi tay kannan-wan ko nga saka isu dakkel delay na kanyak idi nga ag pa pigsak.”

(Conditioning the body comes with risks of injury. For example, I sprained my ankle on a rock while training, and that caused a long delay in my preparation.)

Participant 14, a Bureau of Fire Protection officer from Bangui who failed five times emphasized:

“Ti pinag pa pigsak ket nagka problema nak ti oras kase naladaw nak idi nga nag pa condition nag high intensity workouts nak kapnu laeng makahabol nak, isu iti mesa a nagba-bawiak.”

(In my conditioning, I had problems with time management because I started strengthening late, so I did high-intensity workouts to catch up and I regret it.)

Participant 15, a Bureau of Jail Management and Penology officer from Laoag who failed twice, added:

“Ti narigat idi agpa pa-condition nak ti bagi ket nag pudot ti panawen, haan nak unay ngamin rum-rumwar nu awan ubra ngem idi concondition nak ket kinnanayun nak idi ma in-initan nu ag jogging nak.”

(The difficulty I experienced while conditioning my body was the hot weather. I was not used to going out often unless necessary, but when I started conditioning myself, I forced myself to continue even under the intense heat while jogging.)

Physical strain emerged as a significant challenge during interventive preparation, revealing the demanding nature of physical conditioning required for Tri-Bureau recruitment. The participants' accounts show that rebuilding physical readiness after previous failures was not immediate or easy. Many experienced persistent fatigue, muscle soreness, and bodily stress as they attempted to meet fitness standards. Difficulties in managing weight, adjusting dietary habits, and restoring stamina after periods of inactivity were common. Some pushed themselves into high-intensity workouts to compensate for delayed

preparation, which often resulted in overexertion, body pain, and prolonged recovery. Environmental and situational factors such as extreme heat, risk of injury, and reduced motivation during the pandemic further intensified these challenges. These experiences highlight that effective physical conditioning demands consistency, proper pacing, and awareness of physical limits rather than rushed or excessive effort.

The participants' struggles reinforce the idea that physical readiness develops through gradual and disciplined preparation. Preparation for Future Learning Theory explains that individuals perform better when they engage in structured and reflective practice instead of reactive, last-minute efforts (Bransford & Schwartz, 1999). The fatigue, injuries, and setbacks described by the law enforcers mirror findings that physical conditioning for law enforcement requires progressive training and routine discipline to reduce failure risk and improve performance (Bauzon & Moyao, 2023). Related discussions on recruitment standards further emphasize that physical fitness serves not only as an entry requirement but also as an indicator of endurance and resilience needed in policing, firefighting, and jail management roles (InCorp Philippines, 2025). Taken together, these insights show that physical strain reflects gaps in preparation structure, underscoring the importance of guided, sustained, and health-conscious physical conditioning for aspiring law enforcers.

Neuro Barriers

Neuro Barriers refer to the difficulties that hinder a person's ability to think clearly, make decisions, or perform mental tasks effectively, especially in high-pressure situations (Cambridge Dictionary, 2025). This term describes the mental obstacles applicants encountered while preparing for the neuro-psychiatric exam.

This is supported by the statement of Participant 1, a Philippine National Police officer from Pasuquin who failed twice, explained that:

“Idi nag review nak ti Neuro Exam nag ov-overthink nak isu napunwan iti panunut ko idin, nag pressure talaga”

(When I was reviewing for the Neuro Exam, I started overthinking. My mind became overwhelmed, and I really felt pressured)

Participant 9 a Bureau of Jail Management and Penology officer from Batac who failed twice, added:

“Dapat nu amum nga adda review'n or mapasamak Neuro Examen dapat naka turug ka nga nasayaat ta idi kanyak haan nak idi naka turug nasayaat nerbyos ta baka ma bagsak nak man ti Neuron”

(If you know that you have something to review or if a Neuro Exam is coming, you really need to get proper sleep. Back then, I didn't sleep well, so I got nervous because I thought I might fail the Neuro exam)

Participant 10, a Philippine National Police officer from Paoay who failed twice who shared that:

*“Ti meysa nag researchak ti proseso ti neuro exam ket YouTube, adu
nga video binuybuyak isu mejo nalito nak ta ag sabasabali ta ibagbaga da, isu
nagulwan nak idi nu ana ba ti patyek.”*

(One way I researched the neuro exam process was on YouTube, and I watched many videos but I became confused because they gave different explanations, which left me unsure of what to believe.)

The participants’ experiences show that difficulties in practicing neuro techniques were mainly caused by mental and psychological barriers during preparation. Some participants relied on unreliable or conflicting online sources, which led to confusion about the actual structure and expectations of the neuro-psychiatric examination. Others reported cognitive overload caused by excessive worry, overthinking, and self-imposed pressure while reviewing. Sleep deprivation, often driven by fear of repeating past failures, further weakened their focus and consistency in answering. These accounts suggest that the challenge was not limited to understanding the exam content but extended to managing internal psychological states that directly affected clarity, confidence, and cognitive performance.

These challenges reflect key ideas in Self-Regulated Learning Theory, which explains that effective performance depends on understanding task demands, monitoring one’s progress, and adjusting strategies when necessary. In this case, the absence of clear guidance and structured practice disrupted these processes, resulting in confusion, mental fatigue, and ineffective preparation strategies (Zimmerman, 2000). The difficulties also reflect the Transtheoretical Model of Behavior Change, which emphasizes that emotional readiness and psychological stability must be established before individuals can perform effectively in high-pressure situations such as competitive testing (Prochaska & DiClemente, 1983). Related studies on law enforcement recruitment further emphasize that psychological preparation is as critical as physical and administrative readiness, particularly in managing stress, attention, and consistency during neuro-psychiatric evaluations (Bauzon & Moyao, 2023). Similar observations note that applicants who lack organized mental conditioning and stress-management strategies often struggle during critical assessment stages, leading to underperformance despite adequate intellectual capacity (Tudor, 2020). Together, these insights show that neuro barriers emerge when applicants do not develop structured neuro techniques that support emotional control, cognitive stability, and strategic preparation.

Financial Constraint

Financial Constraint refers to limitations on choice due to a lack of money, impacting sustainable living, psychology, and overall well-being (Sustainability Directory, 2025). In this study, it captures the monetary and logistical challenges faced by law enforcers, such as the expenses for medical examinations, document processing, and repeated travel during their reapplication to the Tri-Bureau.

This is supported by the statement of Participant 2, a Philippine National Police officer from Bangui who failed twice, emphasized:

“Ti pagsubok nga naranasak idi maykatlo nga pinag-aplay ko ket dijay kwarta jay karigat ti sitwasyon ngamin depende ngamin nu kasanu nga sitwasyon dayta kailangam ti pasensya kasjay kase didiay sitwasyon mi idi pasensyahan talaga ken innanus nu agsadot-sadot ka kada ag sael-sael ka idjay haanka nga makadanun dijay final deliberation ken dijay kwarta nu awan disiplinam iti bagbagim”

(The challenge I experienced during my third application was about money. The situation was really difficult because everything depended on the circumstances, so patience was necessary. Back then, we really had to endure everything, especially when we struggled financially. If you keep being lazy and undisciplined you will not reach the final deliberation. And when you have no money, if you also lack discipline in yourself, it becomes even harder.)

Participant 3, a Philippine National Police officer from Bangui who failed three times, added:

“Ay ti dakkal nga pagsubok ko idi ket financial, kasla isu laeng ti nakitak ken nga pagsubok ko idi ta kumita nak iti pag pletek mapan ijay region ken pletem nga mapan ag PFT, plete mapan ag BMI, pletem nga ag Neuro ken Medical pagpletem nga agsubli-subli.”

(The biggest challenge I faced back then was financial. It felt like that was the main problem I kept encountering because I had to earn money for transportation to the regional office and for the expenses needed to take the Physical Fitness Test, Body Mass Index test, neuro-psychiatric exam, and medical examination, including the repeated costs of traveling back and forth.)

Similarly, Participant 4, a Philippine National Police officer from Bangui who failed twice, expressed that:

“Ti met napadasak nga pannubok ti aplikasyon ko ket umuna ket kwarta, kase no awan ti ado nga kwartam ng agsecure ti dokumento kase nangina agala iti dokumento, dapat maisagaanam dagiti urnong aglalo no para ti travel allowance mo no ag-report kayo”

(The main challenge I experienced during my applications was money. If you don't have enough funds, you can't secure the necessary documents because processing them is expensive. You also need to save money, especially for travel allowances when you have to report.)

Supporting this, participant 5, a Philippine National Police officer from Batac who failed five times, shared that:

“Iti narigat iti pinag apply ket pang-gastos mo.. dagitay naduma- duma nga importante nga dokumento nga masapol inton agapply, siak nag apply nak iti naduma-duma trabaho, nu maka urnong nak apply sigud, nu ag-kurang iti budget ko, bumulod nak pelang.”

(The hardest part of applying was the expenses. There were many important documents needed when applying, and I applied to different jobs just to save money. If my budget was still not enough, I had to borrow money.)

Participant 6, a Philippine National Police officer from Batac who failed twice, explained that:

“Idi mai-ikatlo nga nag-apply nak ag trab-trabaho nak idjay laoag idi tapno la maka save nak ti kwarta, ti duty’k idi ket 7am-7pm, malpas ti dutyk biyahe nak sigud Iloco Sur. Sanak tu agderetso dagos NCR.. djay Talaga ti mesa pay a nagrigatak ti application nag bannog puyat ken bisin ma encounter mo dagita amin isu dapat anos lang.”

(Transportation was also a big struggle. During my third application, I was working in Laoag on a 7 a.m.–7 p.m. shift, after duty I would travel straight to Ilocos Sur and then to National Capital Region (NCR). That part of the application was really difficult because I experienced exhaustion, lack of sleep, and hunger. You encounter all of those, so patience is truly necessary.)

Similarly, participant 9 a member of the Bureau of Jail Management and Penology in Batac who failed twice, added:

“Tay financial, dapat kasapulan mi ti pag plete. Nu daduma ag boarding house kami latta nukwan. Nag bannog ngamin ta ag biyahe-biyahe isu may-mayat lattan nu ag boarding house kan.”

(Because of financial needs, we really had to spend money for transport fares. Sometimes, we had to stay in a boarding house because traveling back and forth was exhausting. It was better to stay in a boarding house.)

Participant 10, a Philippine National Police officer from Paoay who failed twice shared that:

“Amin nga aplikante ag-struggle met talaga ngamin ti ana eh, budget. actually ti namayakon idi maikadwa aplikasyon kon pinagsabay kon dijay preparation kon ken agububra nakon, ah nag waiter nak ti mesa a fast food tapnu maaddaan nak ti urnong bassit ti ana pang supusop dijay panagapply ko.”

(All applicants really struggle with budget. During my second application, I prepared while also working as a waiter in a fast-food restaurant just to save some money for the application process.)

Likewise, participant 11, a Bureau of Fire Protection officer from Currimao who failed twice emphasized:

“Pag plete wenna transportation talaga nagka problemaak since pandemic idi, ti talaga nga narigatan nak ken dijay kwarta haan pay a makaanay ta sangaribo nga pag plete lang ta papan ko sadjay.”

(Transit fees was really a problem for me, especially during the pandemic. I struggled a lot financially because a thousand pesos for a single trip would not be enough.)

Participant 13, a Bureau of Fire Protection officer from Bangui who failed twice, stated that:

“So ti number one nga pagsubok para kanyak lang nga awan ti kwartana nan ga mapan ag apply ket tay bayadam tay medical, panag prepare dagiti folder ko isu ti maysa nga pagsubokkanyak kwarta.”

(My number one struggle was not having enough money to apply, especially to pay for medical examinations and prepare all the folders. Money was my biggest challenge.)

Lastly Participant 15, a Bureau of Jail Management and Penology officer from Laoag who failed twice, expressed that:

“Nag rigat ti financial kase maysa awan pagubraak ken agutang nagannak ko. Adda jay bigla nga agayab ka tapos haan ka nakasagana.”

(It was financially difficult because I didn't have a job and my parents had to borrow money. Sometimes, sudden requirements would come up and I was unprepared financially.)

Financial strain was more pronounced during reapplication than in previous application attempts, as failure in earlier stages intensified the burden. Transportation-related costs, in particular, emerged as a major challenge, since repeated travel to offices for document processing, medical examinations, and fitness tests required consistent funding. Many law enforcers struggled to cover fares, fuel, and daily allowances, especially when requirements had to be resubmitted or repeated due to earlier failures. Applicants were often forced to spend again on transportation, document renewals, and medical procedures that had already exhausted their resources. For many, this meant balancing employment with preparation while sacrificing rest and personal needs to sustain expenses. These experiences show that financial constraints, especially transportation costs, grew heavier over time and tested their persistence, discipline, and determination to continue pursuing entry into the Tri-Bureau.

The Preparation for Future Learning Theory, which posits that readiness depends on the learner's capacity to adapt and utilize available resources to overcome situational challenges (Bransford & Schwartz, 1999). Applicants who faced financial hardship were limited in their ability to prepare effectively, constraining their participation in the recruitment process. The findings also resonate with studies emphasizing that socioeconomic barriers, such as financial instability and transportation costs, significantly hinder applicant performance and delay recruitment success (Tudor, 2020). Therefore, addressing economic encumbrance requires institutional awareness, equitable support systems, and recognition that preparation for law enforcement service involves not only physical and psychological readiness but also economic resilience.

Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service

A Research Output

An Action Plan

"Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service"

Rationale

This action plan entitled “Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service” was developed in response to the recurring challenges identified in the study, including the difficulties experienced by law enforcers during their previous application attempt that caused them to fail and the challenges encountered during their interventive preparation. Findings revealed that many applicants failed in their earlier attempt due to documentary deficiencies, physical unpreparedness, neuro-psychological unpreparedness, unguided application practices, and preparation shortfalls. These early problems created gaps in awareness, readiness, and confidence, which often carried over into subsequent applications.

In addition, applicants faced continued difficulties during reapplication, particularly procedural hurdles such as complex documentary requirements, physical strain from demanding fitness standards, neuro barriers including anxiety and limited preparation for the neuro-psychiatric examination, and financial constraints that affected their ability to complete essential stages of the recruitment process. The action plan was designed to address both previous application failures and interventive preparation challenges by providing clear, structured, and realistic preparation strategies. Through guided training, organized information support, mentorship, and targeted readiness activities, future applicants will be better equipped to correct early mistakes, meet recruitment standards, and improve their chances of successfully entering the Tri-Bureau.

Objective

This action plan titled “Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service” aims to strengthen the preparatory foundation of future criminology graduates and aspiring law enforcers. Specifically, it seeks to:

1. Improve the overall readiness of future law enforcement applicants;
2. Enhance the preparation strategies for criminology graduates;
3. Contribute in increasing the success rate of applicants in passing the Tri-Bureau recruitment process; and
4. Empower applicants to manage failures and apply more effectively in future attempts.

Strategy

To address the identified gaps in preparation, the study will implement the action plan entitled “Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service,” to criminology graduates of Data Center College of the Philippines. The plan promotes early and effective preparation for Tri-

Bureau recruitment by addressing common issues such as documentary deficiencies, physical unpreparedness, neuro-psychological challenges, and lack of guidance. It will be implemented through a career orientation seminar conducted by the researchers at Data Center College of the Philippines, Laoag City, where practical preparation strategies and recruitment insights from the study will be presented.

Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service

(Matrix)

Table 1. Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service

ACTIVITY	OBJECTIVE	STRATEGY	PERSON INVOLVED	RATIONALE	TIME FRAME/ BUDGET
Career Orientation Seminar	To improve the overall readiness of future law enforcement applicants by enhancing their preparation strategies, increasing their chances of passing the Tri-bureau recruitment process, and empowering them to handle setbacks and reapply more effectively.	Implement the action plan “Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service” through a structured career orientation seminar featuring an experienced law enforcer as guest speaker, providing firsthand guidance to help future criminology graduates avoid common preparation failures and better meet Tri-Bureau recruitment standards.	Researchers, Criminology Graduates	The action plan Preparation Today, Service Tomorrow: Pathway to Law Enforcement Service was developed to address the recurring preparation challenges identified in the study, both during the earlier attemptsof application and the interventive preparation of Tri-Bureau applicants.	1 hour and / ₱4000

96

CHAPTER V

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

This chapter presents the summary of findings, conclusion, and recommendations derived from the study that examined the degree of preparation experienced by law enforcers during their reapplication to the Tri-Bureau.

Summary of Findings

This study examined the degree of preparation experienced by law enforcers during their reapplication to the Tri-Bureau, focusing on their experiences during their attempts of application, the interventive preparations they undertook, and the challenges encountered during their interventive preparation and reapplication.

During their attempts of application, the findings revealed that Documentary Deficiencies, Physical Unpreparedness, Neuro-Psychological Unpreparedness, Unguided Approach, and Preparation Shortfall were the primary factors that led to their disqualification.

In response to these failures, the law enforcers demonstrated marked improvement during reapplication through deliberate Interventive Preparations. These included Document Preparation, Physical Conditioning, Practicing Neuro Techniques, Seeking Guidance and Lifestyle Change. These strategies showed a shift from reactive attempts to intentional, informed, and disciplined preparation.

Despite these improvements, the law enforcers continued to face significant challenges during interventive preparation, particularly Procedural Hurdles, Physical Strain, Neuro Barriers, and Financial Constraints.

Conclusion

The degree of preparation experienced by law enforcers during their reapplication to the Tri-Bureau reflects a clear shift from unpreparedness to purposeful readiness. This preparation is a progressive and holistic process that goes beyond academic qualifications and requires physical, psychological, administrative, and personal discipline. Law enforcers strengthened their competence and confidence through consistent physical training, guided self-improvement, and emotional regulation. Reapplication emerged not as a simple repetition of effort but as a deliberate process of improvement that shaped discipline, adaptability, and perseverance essential for law enforcement service.

Recommendations

In relation with findings and conclusions of this research, the following are recommended:

- The Law enforcement applicants aspiring to join the Tri-Bureau are encouraged to engage in structured and proactive preparation for recruitment. This includes establishing a consistent physical fitness routine such as jogging, endurance drills, push-ups, and strength training to meet agility standards, maintaining a healthy lifestyle through proper diet, adequate rest, and self-discipline to ensure stable medical results, and developing psychological resilience through mindfulness, stress-management practices, and mental conditioning exercises to prepare for the neuro-psychiatric

examination. Applicants are also advised to review recruitment guidelines early, organize documentary requirements ahead of schedule, and plan financially to avoid delays and disqualification. Equally important, aspiring applicants are strongly encouraged to seek guidance from experienced law enforcement personnel, including senior officers, unit heads, and even station or bureau chiefs, who can provide accurate information, mentorship, and practical insights based on real recruitment experiences. Consulting these officers, along with peers and successful passers, can help applicants understand procedural expectations, testing standards, and common pitfalls in the recruitment process. Through disciplined time management, mentorship-driven learning, continuous self-assessment, and deliberate preparation, applicants can strengthen their overall competence, reduce the risk of failure, and significantly improve their readiness and chances of successfully entering the Tri-Bureau.

- The Law enforcement agencies and recruitment offices may implement comprehensive preparatory and orientation programs that equip first-time applicants with a clear understanding of documentary requirements, medical procedures, and neuro-psychiatric evaluations through mentorship initiatives, community-based orientations, and online seminars led by active officers or HR personnel. These efforts will enhance applicant preparedness, lower disqualification rates, and promote greater transparency and efficiency within the recruitment system.
- The Criminology institutions may integrate recruitment readiness modules into their curriculum, including mock neuro exams, documentary preparation training, and physical fitness enhancement sessions, in collaboration with Tri-Bureau representatives who can share insights on actual recruitment standards and expectations. This integration will bridge the gap between academic learning and real-world recruitment, enabling criminology graduates to become more capable, confident, and competitive in pursuing law enforcement careers.
- The Policymakers and local government units may coordinate with municipal Public Employment Service Offices (PESO) and Tri-Bureau recruitment offices to help applicants meet recruitment requirements by conducting information drives, providing free clearance assistance, and organizing local medical or neuro-screening programs through government clinics. They can also extend small transportation or financial aid under existing youth or scholarship programs to support applicants from low-income families. These practical efforts will reduce financial strain, promote equal opportunity, and help qualified criminology graduates pursue careers in law enforcement.

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APPENDICES

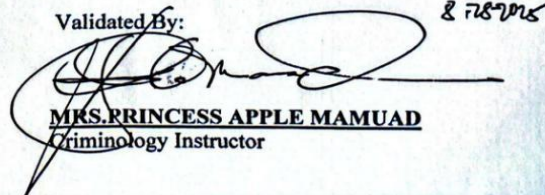
Appendix “A” Interview Guide

Interview Guide

Mastering Preparation: The Reapplication of the Law Enforcers

Main Questions	Follow-up Questions
<p>1. What are your preparations during your initial application to the tri bureau?</p> <p>(Anya dagiti preparasyon idi damom ag aplikar iti tri bureau?)</p>	<p>1. What specific steps did you take during your initial application?</p> <p>(Anya dagiti espesipik nga addang nga inaramid mo bayat iti damo nga aplikasion mo?)</p> <p>2. Did anyone guide you during your first application?</p> <p>(Adda kadi nangisuro kenka idi damom iti nagaplikar?)</p>
<p>2. What changes or new strategies did you adopt in your preparation when you decided to reapply?</p> <p>(Anya dagiti binaliwam wenno baro nga estratehiam nga inadapyar mo bayat iti punagsaganam idi napanunutam ti agaplikar manen?)</p>	<p>1. What specific strategies or routines did you adopt in your reapplication?</p> <p>(Anya dagiti espesipik nga estratehia wenno rutina nga indaptar mo bayat iti pinagaplikar mo manen?)</p> <p>2. Were there any changes on the steps you practiced in your first application?</p> <p>(Adda kadi panagbalbaliw kadagiti addang nga insanay mo iti umuna nga aplikasion mo?)</p> <p>3. Did you focus more in specific areas?</p> <p>(Ad adda kadi nga nagpikus ka iti maysa a banag?)</p> <p>4. What strategy or routine in helped you the most in your preparation?</p> <p>(Anya nga estratehiawenno rutina iti mas nakatulong kenka bayat iti pinagsaganam?)</p>
<p>3. What were the challenges you faced while preparing for your reapplication?</p>	

Validated By:



MRS. PRINCESS APPLE MAMUAD
Criminology Instructor

	<p><i>rutina nga indaptar mo bayat iti pinagaplikar mo manen?)</i></p> <p>5. What strategy or routine in helped you the most in your preparation?</p> <p><i>(Anya nga estratehiawenno rutina iti mas nakatulong kenka bayat iti pinagsaganam?)</i></p>
<p>5. What were the challenges you faced while preparing for your reapplication?</p> <p><i>(Ania dagiti pagsubok a napadasam bayat ti panagsagana iti inka nga pinagaplikar manen?)</i></p>	<p>1. What changes would you have made if you could do it again?</p> <p><i>(Anya dagiti panagbalbaliw nga inaramidmo nu maaramid mo manen dayta?)</i></p> <p>2. What motivated you to continue preparing despite these difficulties?</p> <p><i>(Ania ti nangipateg kenka a nagtalinaedka a mangsagana uray adda dagiti daytoy a parikut?)</i></p> <p>3. What advice would you give to tri-bureau applicants for a successful application process?</p> <p><i>(Ania ti balakadmo kadagiti aplikante iti Tri-Bureau para iti naballigi a proseso ti aplikasyon?)</i></p>

Appendix “B” Letter to Validate Interview Guide (Criminology Instructor)



Data Center College of the Philippines of Laoag City
College of Criminal Justice Education
Brgy. 1 San Lorenzo, Laoag City, Ilocos Norte



August 19, 2025

Mrs. Princess Apple G. Mamuad
Criminology Instructor
Data Center College of the Philippines of Laoag City


Dear Ma'am
Greetings!

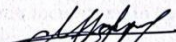
We, the undersigned are 4th-year students of Data Center College of the Philippines, Laoag City, enrolled in Criminological Research 2 and are currently conducting a study entitled: “**MASTERING PREPARATION: THE REAPPLICATION OF THE LAW ENFORCERS**” as a partial requirements on the said course. This research aims to explore the degree of preparation as experienced by the law enforcers in their reapplication to the tri-bureau, particularly focusing on their preparation carried out in their initial application, their interventive preparation during their reapplication and the challenges they encountered during the process.


In line with this, we respectfully request your expertise to validate the content and structure of the interview guide that we developed as an instrument to collect data from the participants. Your evaluation will help ensure the instrument's clarity, relevance, and alignment with the study's objectives.


We will greatly appreciate your time and insights. If you have any questions, please feel free to contact us at 09994173302, or through the email address kurtneyjaylordcanao@gmail.com. Thank you, and may God bless you!


Respectfully yours,


KURTNEY JAYLORD P. CANAO
Researcher



MIKE JASPHER G. ABABA
Researcher


MARK DAVE R. ALEGRE
Researcher

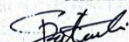

MARY ANN D. ALOP
Researcher

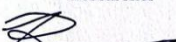

ARIANNE JACKY E. FLORENTO
Researcher

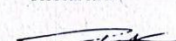

JONEL L. FELIX JR.
Researcher

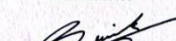

JOHN PATRICK A. GUMARU
Researcher


CRERPER CLIFFORD M. IBARRA
Researcher


CHRISTIAN JAMES D. RATUITA
Researcher

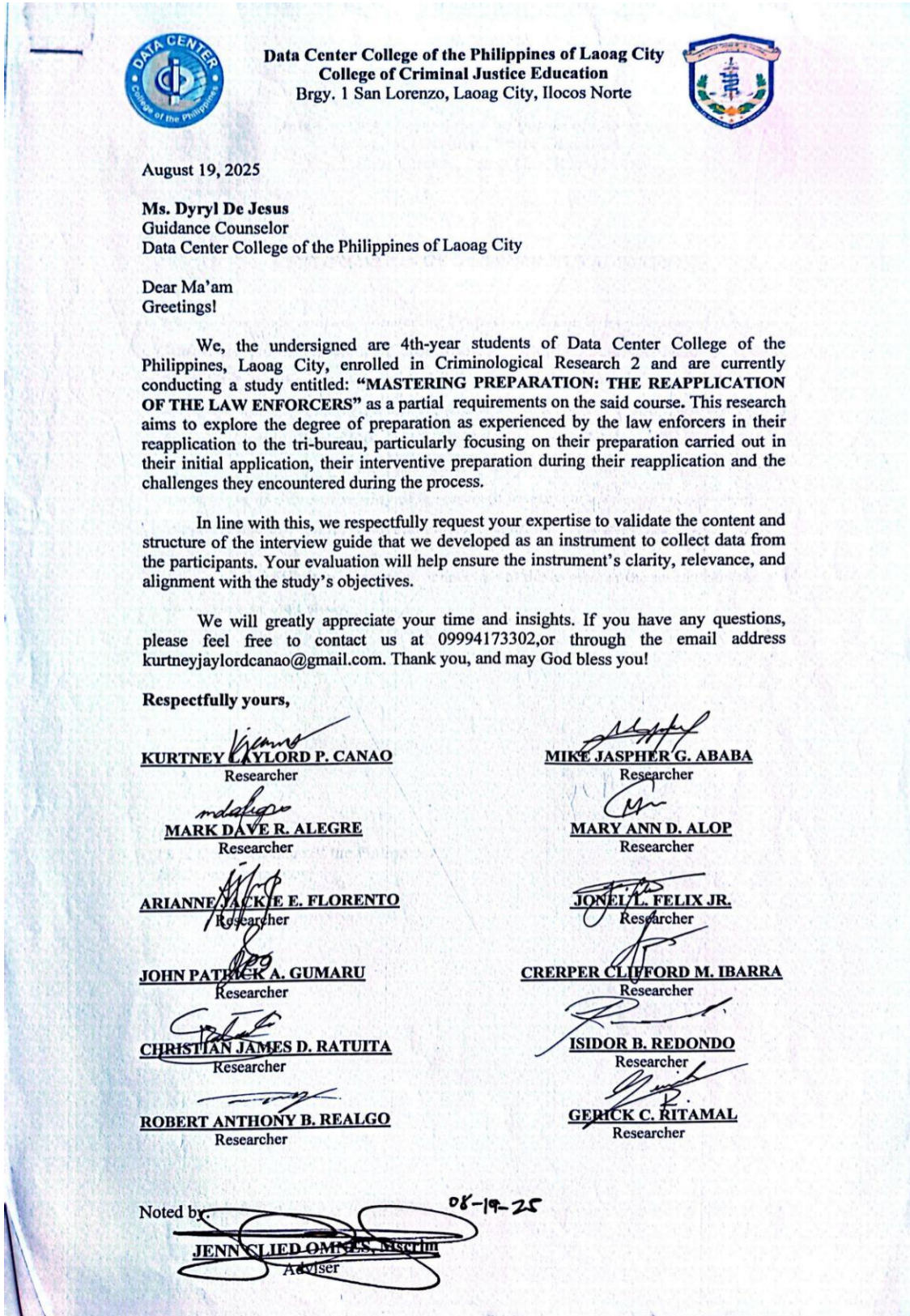

ISIDOR B. REDONDO
Researcher


ROBERT ANTHONY B. REALGO
Researcher

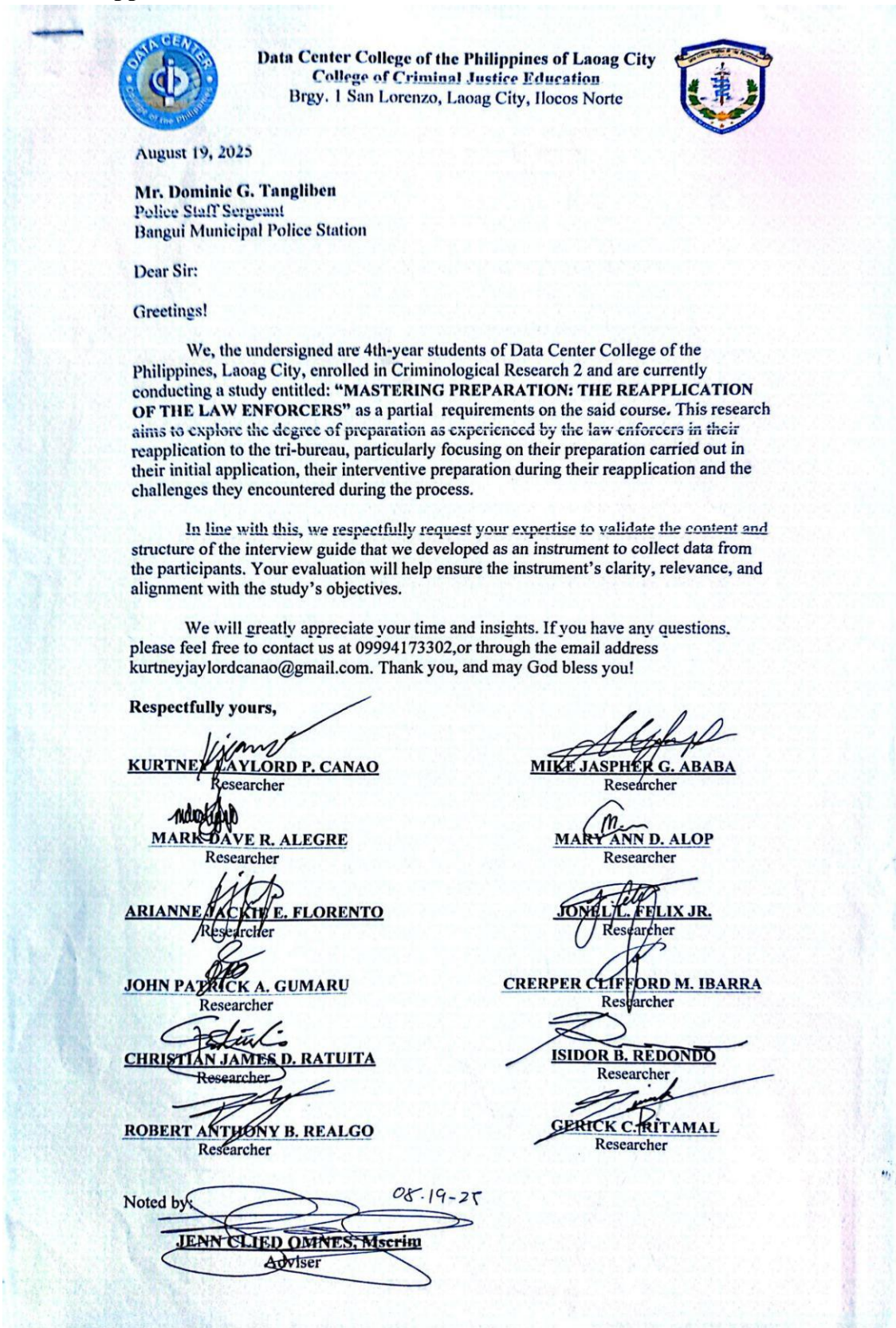

GERICK C. RITAMAL
Researcher

Noted by:  08-19-25
JENN CLIEO OMNES Mserim
Adviser

Appendix “C” Letter to Validate Interview Guide (Counselor)



Appendix “D” Letter to Validate Interview Guide (Police Officer)



Appendix “E” Certificate for Validation (Criminology Instructor)



Data Center College of the Philippines of Laoag City
College of Criminal Justice Education
Brgy. 1 San Lorenzo, Laoag City, Ilocos Norte

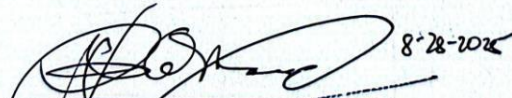


CERTIFICATION OF INSTRUMENT VALIDATION

This study entitled “**Mastering Preparation: The Reapplication of the Law Enforcers**”, of the researchers Canao, Kurtney Jaylord P., Redondo, Isidor B., Alegre, Mark Dave R., Florento, Arianne Jackie E., Gumaru, John Patrick., Ratuita, Christian James D., Realgo, Robert Anthony B., Ababa, Mike Jasperr G., Alop, Mary Ann D., Felix Jr., Jonel L., Ibarra, Cresper Clifford M., Ritamal, Gerick C., A Bachelor of Science in Criminology of the Data Center College of the Philippines-Laoag City, has tested for reliability and validity of the research instrument used in the study which includes interview guide, validation tool and informed consent for the law enforcers.

The certification is issued in connection to the request of the researchers for the conduct of their study.

Validated By:


8-28-2022
MRS. PRINCESS APPLE MAMUAD
Data Center College of the Philippines
Criminology Instructor

Appendix “F” Certificate for Validation (Counselor)



Data Center College of the Philippines of Laoag City
College of Criminal Justice Education
Brgy. 1 San Lorenzo, Laoag City, Ilocos Norte

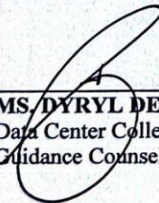


CERTIFICATION OF INSTRUMENT VALIDATION

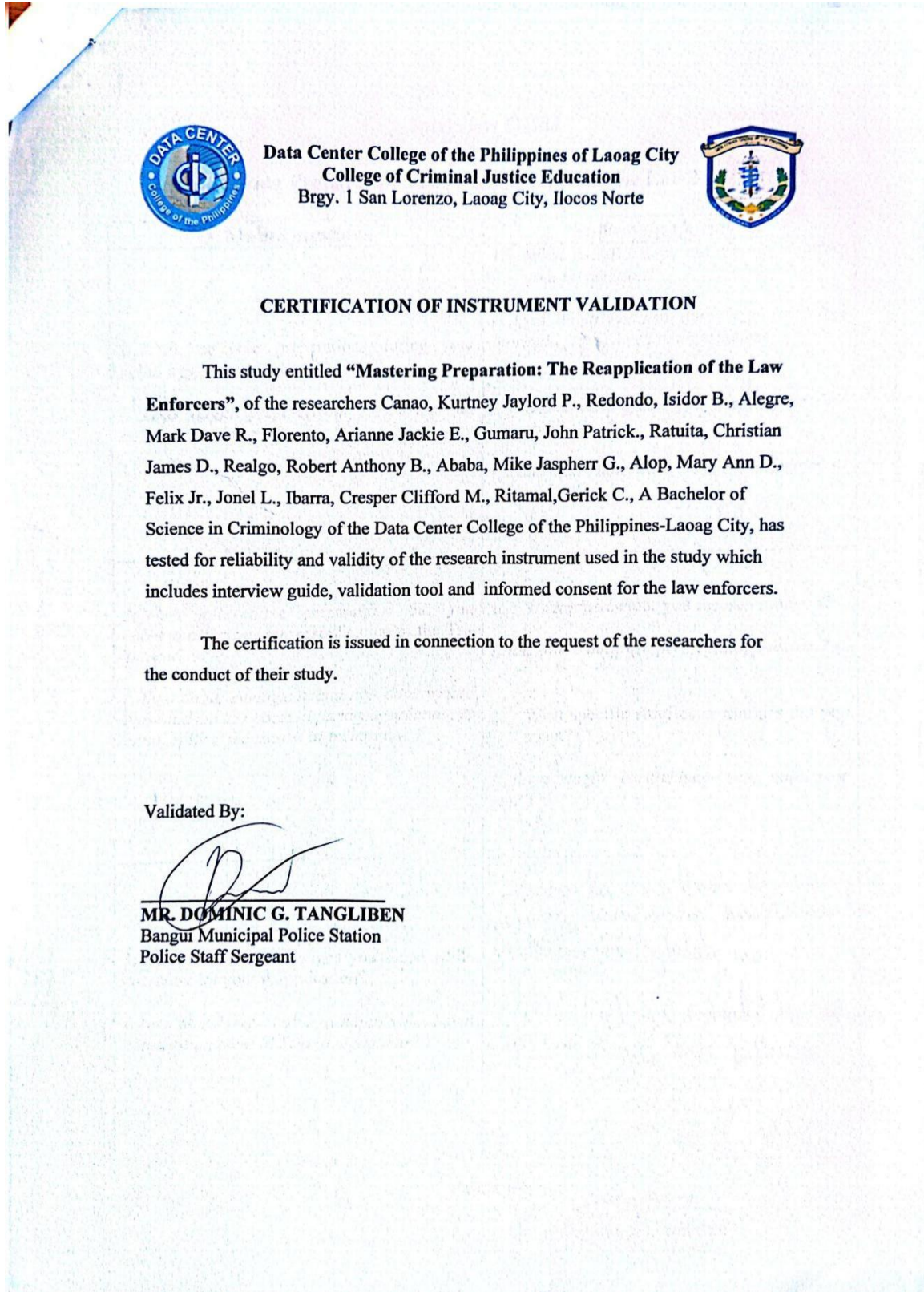
This study entitled “**Mastering Preparation: The Reapplication of the Law Enforcers**”, of the researchers Canao, Kurtney Jaylord P., Redondo, Isidor B., Alegre, Mark Dave R., Florento, Arianne Jackie E., Gumaru, John Patrick., Ratuita, Christian James D., Realgo, Robert Anthony B., Ababa, Mike Jasperr G., Alop, Mary Ann D., Felix Jr., Jonel L., Ibarra, Cresper Clifford M., Ritamal, Gerick C., A Bachelor of Science in Criminology of the Data Center College of the Philippines-Laoag City, has tested for reliability and validity of the research instrument used in the study which includes interview guide, validation tool and informed consent for the law enforcers.

The certification is issued in connection to the request of the researchers for the conduct of their study.

Validated By:


MS. DYRYL DE JESUS
Data Center College of the Philippines
Guidance Counselor

Appendix “G” Certificate for Validation (Police Officer)



Appendix "H" Letter to Conduct Interview



Data Center College of the Philippines of Laoag City
College of Criminal Justice Education
Brgy. 1 San Lorenzo, Laoag City, Ilocos Norte



September 4, 2025

Sir/Ma'am:

Good day!

We, the undersigned, are 4th-year students of Data Center College of the Philippines of Laoag City, enrolled in Criminological Research 2, and are currently conducting a study entitled, "**MASTERING PREPARATION: THE REAPPLICATION OF THE LAW ENFORCERS**", as part of the course requirements. This research aims to explore the degree of preparation experienced by law enforcers during their reapplication to the tri-bureau, particularly focusing on their initial application; their interventive preparation during reapplication; and the challenges encountered in the process.

In line with this, we humbly request for your participation as one of our participants in our research study.


Rest assured that all information gathered will be treated with the highest level of confidentiality and will be used solely for academic purposes. Your personal details will not appear in the final report, and any identifying information will be removed during the transcription process. The data collected will be accessible only to the researchers and the research adviser.

Your kind approval of this request will greatly assist us in completing our research study. Thank you very much for your support and cooperation.

Respectfully yours,


KURTNEY JAYLORD P. CANAO
Research Representative

Noted by: **09-04-25**


JENN OMED OMNES, Mscrim
Research Adviser

I have read and understand the explanation provided to me. I have all the questions answered to my satisfaction, and I voluntarily agree to participate in this study.

Name and Signature of Participant

Date

Appendix "I" Informed Consent Form



Data Center College of the Philippines of Laoag City
College of Criminal Justice Education
Brgy. 1 San Lorenzo, Laoag City, Ilocos Norte



September 4, 2025

Sir/Ma'am:

Good day!

We, the undersigned, are 4th-year students of Data Center College of the Philippines of Laoag City, enrolled in Criminological Research 2, and are currently conducting a study entitled, "**MASTERING PREPARATION: THE REAPPLICATION OF THE LAW ENFORCERS**", as part of the course requirements. This research aims to explore the degree of preparation experienced by law enforcers during their reapplication to the tri-bureau, particularly focusing on their initial application; their interventive preparation during reapplication; and the challenges encountered in the process.

In line with this, we humbly request for your participation as one of our participants in our research study.

Rest assured that all information gathered will be treated with the highest level of confidentiality and will be used solely for academic purposes. Your personal details will not appear in the final report, and any identifying information will be removed during the transcription process. The data collected will be accessible only to the researchers and the research adviser.

Your kind approval of this request will greatly assist us in completing our research study. Thank you very much for your support and cooperation.

Respectfully yours,


KURTNEY JAYLORD P. CANAO
Research Representative

Noted by:  09-04-25

JENN OMED OMNES, Mscrim
Research Adviser

I have read and understand the explanation provided to me. I have all the questions answered to my satisfaction, and I voluntarily agree to participate in this study.

Name and Signature of Participant

Date

Appendix “J” Letter for English/Iloco Critique



DATA CENTER COLLEGE OF THE PHILIPPINES
COLLEGE OF CRIMINAL JUSTICE EDUCATION
Brgy. 1 San Lorenzo, Laoag City, Ilocos Norte



March 15, 2025

CHIELLSIE LEI I. ORTOSTE
Teacher III
Dingras National High School
Brgy. Madamba, Dingras, Ilocos Norte.

Ma'am:

Good Day!

We, the undersigned are 4th-year students of Data Center College of the Philippines, Laoag City, enrolled in Criminological Research 2, and are currently conducting a study entitled “MASTERING PREPARATION: THE REAPPLICATION OF THE LAW ENFORCERS”. Our study aims to examine the degree of preparation experienced by law enforcers who were previously unsuccessful in their initial applications to the Tri-Bureau by exploring how their preparation evolved after failure and by identifying the challenges they encountered during their interventive preparations.

In line with this, we respectfully request your kind assistance to be our English and Iloco Critic. We believe that your expertise and scholarly competence in this field will be of great value to our study and will ensure a high level of clarity and accuracy while remaining free from grammatical errors.

Your approval on this request would be greatly beneficial to the successful completion of the our study. Thank you very much for your kind consideration, and may God bless you.

Yours Truly,


CANAO, KURTNEY LAYLORD
Researcher


ALEGRE, MARK DAVE
Researcher


ALOR, MARY ANN
Researcher


ABABA, MIKE JASPIER
Researcher

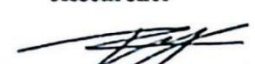

FELIX, JONEL
Researcher


FLORENTO, ARIANNE JACKIE
Researcher



GUMAR, JOHN PATRICK
Researcher


IBARRA, KRISPER CLIFFORD
Researcher


RATUITA, CHRISTIAN JAMES
Researcher


REALGO, ROBERT ANTHONY
Researcher


REDONDO, ISIDOR
Researcher


RITAMAL, GERICK
Researcher

Noted by:


JENN CLIE DOMINES, Ms.crim
Research Adviser

12-15-25

Appendix “K” Certificate for English/Iloco Critique



DATA CENTER COLLEGE OF THE PHILIPPINES
COLLEGE OF CRIMINAL JUSTICE EDUCATION
Brgy. 1 San Lorenzo, Laoag City, Ilocos Norte



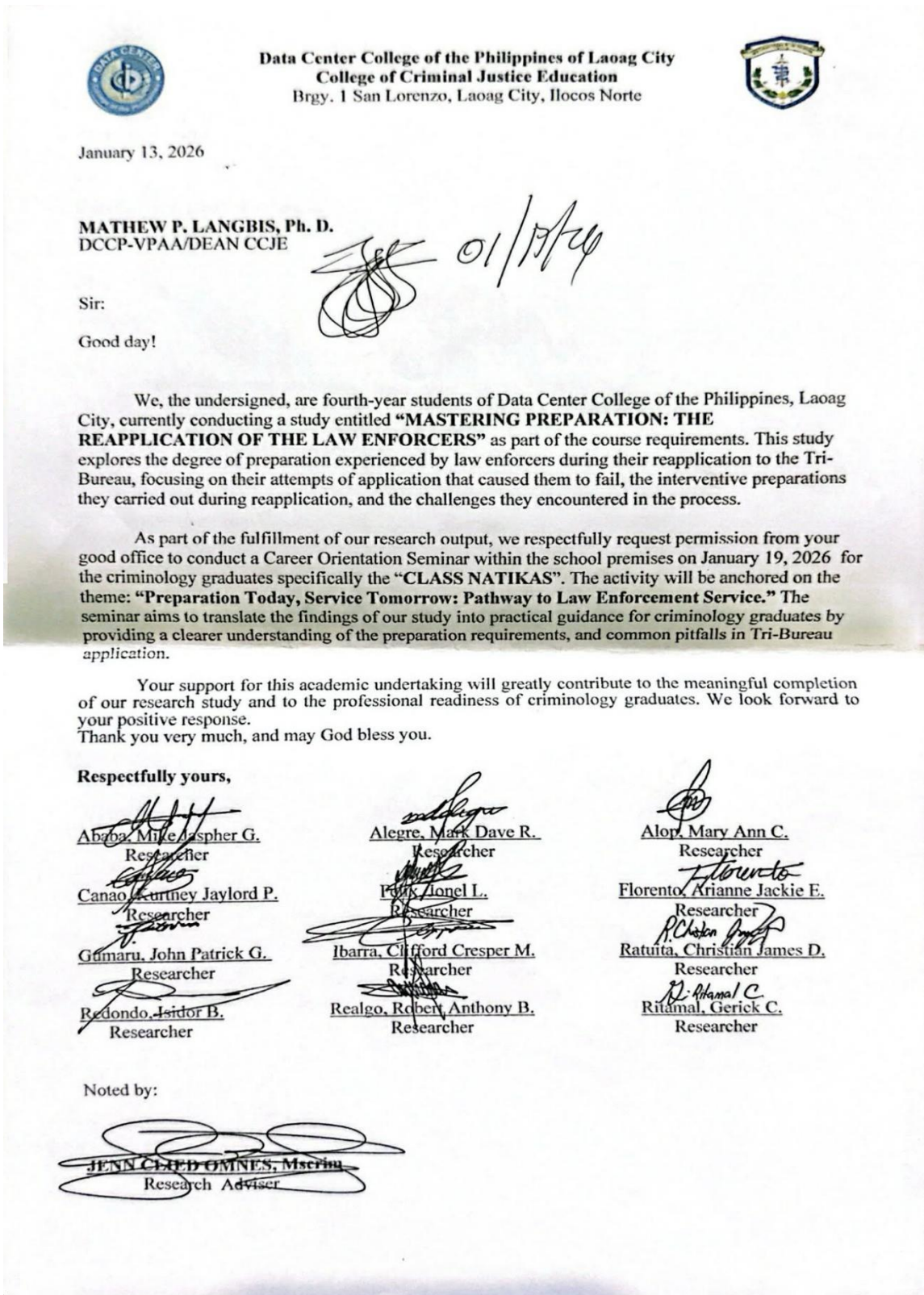
CERTIFICATION OF ENGLISH DIALECT CRITIC

This is to certify that the undersigned has read reviewed, and edited the manuscript titled “**Mastering Preparation: The Reapplication of the Law Enforcers**” by Mike Jaspheer G. Ababa, Mark Dave R. Alegre, Mary Ann D. Alop, Kurtney Jaylord P. Canao, Jonel L. Felix, Arianne Jackie E. Florento, John Patrick A. Gumaru, Cresper Clifford M. Ibarra, Christian James D. Ratuita, Isidor B. Redondo, Robert Anthony B. Realgo, Gerick C. Ritamal as a partial fulfillment of the requirements for Criminological Research II. This further certifies that the scope of editing is within the technical preparation of the manuscript only.

This certification is issued to the aforementioned researchers for Iloco Critic requirements. Issued on this 22nd day of December 2025.


CHELLSIE LEI I. ORTOSTE
Language Teacher, Critic

Appendix “M” Letter to Conduct Output



Appendix “N” Certificate of Publication

CURRICULUM VITAE

CANAO, KURTNEY JAYLORD P.

Brgy. 24 Macupit Bacarra, Ilocos Norte

Email: kurtneypogicanao@gmail.com

Mobile No: 09994173302



Personal Information

Sex : Male
Age : 21
Date of Birthday : April 14, 2004
Citizenship : Filipino
Religion : Catholic
Civil Status : Single
Father's Name : Rudival M. Canao
Mother's Name : Noraliza P. Canao

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Bacarra National Comprehensive High
School, Humanities and Social Sciences
Brgy. 1 Santa Rita, Bacarra, I.N
S.Y. 2021-2022

Junior High School : Bacarra National Comprehensive High
School, Humanities and Social Sciences
Brgy. 1 Santa Rita, Bacarra, I.N
S.Y. 2019-2020

Elementary : Macupit Elementary School
Brgy. 24 Macupit, Bacarra, I.N
S.Y. 2015-2016

REDONDO, ISIDOR B.

Brgy. 26 San Mauricio Laoag City, Ilocos Norte

Email: isidorbueno04@gmail.com

Mobile No: 09950572951



Personal Information

Sex : Male
Age : 21
Date of Birthday : May 15, 2004
Citizenship : Filipino
Religion : Catholic
Civil Status : Single
Father's Name : Oscar Ramon Simon P. Redondo
Mother's Name : Anita Bueno

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Ilocos Norte National High School
Humanities and Social Sciences
Brgy. 4 Laoag City, I.N
S.Y. 2021-2022

Junior High School : Ilocos Norte National High School
Brgy. 4 Laoag City, I.N
S.Y. 2019-2020

Elementary : Gabaldon Elementary School
Brgy. 23 San Matias Laoag City, I.N
S.Y.2015-2016

ALOP, MARY ANN

Brgy. Medina Dingras, Ilocos Norte

Email: maryannalop27@gmail.com



Personal Information

Sex : Female
Age : 21
Date of Birthday : June 21, 2004
Citizenship : Filipino
Religion : Catholic
Civil Status : Single
Father's Name : Aurelio R. Alop
Mother's Name : Leny D. Alop

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Dingras National High School
Humanities and Social Sciences
Brgy. Madamba Dingras, I.N
S.Y. 2021-2022

Junior High School : Dingras National High School
Brgy. Madamba Dingras, I.N
S.Y. 2019-2020

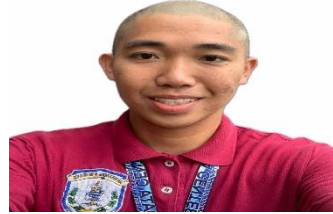
Elementary : Medina Parado Elementary School
Brgy. Parado Dingras, I.N
S.Y.2015-2016

ALEGRE, MARK DAVE R.

Brgy. Maglaoi Sur Currimao, Ilocos Norte

Email: markdave0727@gmail.com

Mobile No: 09659632950



Personal Information

Sex : Male
Age : 21
Date of Birthday : July 27, 2004
Citizenship : Filipino
Religion : Catholic
Civil Status : Single
Father's Name : Eric B. Alegre
Mother's Name : Janet R. Alegre

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Juan Luna Memorial Academy INC
Humanities and Social Sciences
Brgy. 3 Alogoog Badoc, I.N
S.Y. 2021-2022

Junior High School : Juan Luna Memorial Academy INC
Brgy. 3 Alogoog Badoc, I.N
S.Y. 2019-2020

Elementary : Gabut Elementary School
Brgy. Gabut Norte Badoc, I.N
S.Y.2015-2016

RITAMAL, GERICK C.

Brgy. 7 Caruan Pasuquin, Ilocos Norte

Email: gerickritamal@gmail.com

Mobile No: 09935390132



Personal Information

Sex : Male
Age : 22
Date of Birthday : September 19, 2003
Citizenship : Filipino
Religion : Aglipayan
Civil Status : Single
Father's Name : Rodolfo D. Ritamal Jr.
Mother's Name : Enalyn C. Ritamal

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Cadaratan National High School
General Academic Strand
Brgy. 30 Cadaratan Bacarra, I.N
S.Y. 2021-2022

Junior High School : Cadaratan National High School
Brgy. 30 Cadaratan Bacarra, I.N
S.Y. 2019-2020

Elementary : Caruan Elementary School
Brgy. 7 Caruan Pasuquin I.N
S.Y.2015-2016

ABABA, MIKE JASHPER

Brgy. 7 Imelda Banna, Ilocos Norte

Email: Mikejashperababa20@gmail.com

Mobile No: 09487588764



Personal Information

Sex : Male
Age : 24
Date of Birthday : October 23, 2001
Citizenship : Filipino
Religion : Catholic
Civil Status : Single
Father's Name : Michael D. Ababa
Mother's Name : Ronalyn G. Ababa

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Nueva Era National High School
Poblacion Nueva Era, I.N
S.Y. 2019-2020

Junior High School : Nueva Era National High School
Poblacion Nueva Era, I.N
S.Y. 2017-2018

Elementary : Nueva Era Central Elementary School
Poblacion Nueva Era, I.N
S.Y. 2012-2013

IBARRA, CRESPER CLIFFORD M.

Brgy. Elizabeth Dingras, Ilocos Norte

Email: romerolegaspi3@gmail.com

Mobile No: 09813224616



Personal Information

Sex : Male
Age : 21
Date of Birthday : February 29, 2004
Citizenship : Filipino
Religion : Catholic
Civil Status : Single
Father's Name : Pepito L. Ibarra
Mother's Name : Shiela M. Ibarra

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Dingras National High School
Brgy. Madamba Dingras, I.N
S.Y. 2021-2022

Junior High School : Barong National High School
Brgy. Barong Dingras, I.N
S.Y. 2019-2020

Elementary : Elizabeth Elementary School
Brgy. Elizabeth Dingras, I.N
S.Y. 2015-2016

FLORENTO, ARIANNE JACKIE E.

Brgy. 8 Acosta Batac City, Ilocos Norte

Email: jackieflorento@gmail.com



Personal Information

Sex : Female
Age : 22
Date of Birthday : December 8, 2003
Citizenship : Filipino
Religion : Aglipayan
Civil Status : Single
Father's Name : Arnel S. Florento
Mother's Name : Emelia E. Florento

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Ferdinand E. Marcos High School
General Academic Strand
Brgy. 1-S Valdes Batac City, I.N
S.Y. 2021-2022

Junior High School : City of Batac National High School
Brgy. 17 Tabug, Batac City I.N
S.Y. 2019-2020

Elementary : Catalino Acosta Memorial Elementary
School, Brgy. Elizabeth Dingras, I.N
S.Y. 2015-2016

GUMARU, JOHN PATRICK A.

Brgy. 10-S Barani, Batac City, Ilocos Norte

Email: johnpatrickgumar@gmail.com

Mobile No: 09950680234



Personal Information

Sex : Male
Age : 21
Date of Birthday : July 21, 2004
Citizenship : Filipino
Religion : Aglipayano
Civil Status : Single
Father's Name : Jimmy Gumar
Mother's Name : Sheryl Gumar

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Batac Junior College
Brgy. 1-S Valdez Batac City, I.N
S.Y. 2021-2022

Junior High School : Batac Junior College
Brgy. 1-S Valdez Batac City, I.N
S.Y. 2019-2020

Elementary : Mariano Marcos Elementary School
Brgy. 1-S Valdez Batac City, I.N
S.Y. 2015-2016

FELIX, JONEL JR. L.

Brgy. 13 Baay Batac City, Ilocos Norte

Email: jonelfelix1@gmail.com

Mobile No: 09452320234



Personal Information

Sex : Male
Age : 21
Date of Birthday : January 25, 2004
Citizenship : Filipino
Religion : Aglipayan
Civil Status : Single
Father's Name : Jonel Felix Sr.
Mother's Name : Vanessa L. Felix

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : General Artemio Ricarte Senior High
School, Brgy. 13. Baay Batac City, I.N
S.Y. 2021-2022

Junior High School : General Artemio Ricarte Senior High
School, Brgy. 13. Baay Batac City, I.N
S.Y. 2019-2020

Elementary : Baay Elementary School
Brgy. 13. Baay Batac City, I.N
S.Y. 2015-2016

RATUITA, CHRISTIAN JAMES D.

Poblacion 3 Pasuquin, Ilocos Norte

Email: cjrattuita2@gmail.com

Mobile No: 09443510234



Personal Information

Sex : Male
Age : 21
Date of Birthday : May 22, 2004
Citizenship : Filipino
Religion : Catholic
Civil Status : Single
Father's Name : Cresencio Rattuita Sr.
Mother's Name : Flordeliza Rattuita

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Ilocos Norte Agricultural College
Pasuquin, I.N
S.Y. 2021-2022

Junior High School : Ilocos Norte Agricultural College
Pasuquin, I.N
S.Y. 2019-2020

Elementary : Gabaldon Elementary School
Pasuquin, I.N
S.Y. 2015-2016

REALGO, ROBERT ANTHONY B.

Brgy. Bacsil Bangui, Ilocos Norte

Email: rrobert23@gmail.com

Mobile No: 09343610334



Personal Information

Sex : Male
Age : 22
Date of Birthday : February 24, 2003
Citizenship : Filipino
Religion : Aglipayan
Civil Status : Single
Father's Name : Joselito A. Realgo
Mother's Name : Lilian B. Realgo

EDUCATIONAL BACKGROUND:

Tertiary : Data Center College of the Philippines
Bachelor Science in Criminology
Brgy. 1 San Lorenzo, Laoag City, I.N
S.Y. 2022- present

Senior High School : Bangui National High School
Bangui, I.N
S.Y. 2021-2022

Junior High School : Bangui National High School
Bangui, I.N
S.Y. 2019-2020

Elementary : Bangui Central Elementary School
Bangui, I.N
S.Y. 2015-2016