



# Development Academy of the Philippines

## DAP 2021 Performance Scorecard

### Monitoring of Accomplishments (01 October – 31 December 2021)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Baseline 2020	Target 2021	1 <sup>st</sup> Q Accomplishments 2021	2 <sup>nd</sup> Q Accomplishments 2021	3 <sup>rd</sup> Q Accomplishments 2021	4 <sup>th</sup> Q Accomplishments 2021	
Customer/ Stakeholder	<b>SO1</b>	<b>Enhanced Competence of Government Officials</b>								
	PM1	Completion rate	Number of graduates in GSPDM and PMDP over enrolled students per class	10%	GSPDM: 98% (346/353) PMDP: 95% (75/79)	At least 90%	GSPDM: 47.26% (112/237)  PMDP: 0% (Due to the pandemic, class openings were delayed; first graduation for the year will be in 2 <sup>nd</sup> Quarter)	GSPDM: 109.70% (260/237)  PMDP: 100% 68/68	GSPDM: 109.70% (260/237)  PMDP: 96.84% 92/95	GSPDM: 100% (149/149)  PMDP: 96% (125/130)
	PM2	Percentage of REPs/ APPs and Capstone accepted by the panel for implementation	Proportion of participants or students with accepted capstones (REPs and APPs)	10%	GSPDM: 100% (346/346) PMDP: 92% (69/75)	GSPDM: 90%  PMDP: 85%	GSPDM: 0%  PMDP: 100% 20/20	GSPDM: 118.40% 148/125  PMDP: 100% 43/43	GSPDM: 118.40% 148/125  PMDP: 99% 97/98	GSPDM: 100% (149/149)  PMDP: 95.66% (102/105)
	PM3	Local and international public sector productivity specialist trained	Total number of participants from productivity specialist courses	5%	124	100	29	0 (COE-PSP Trainings to be implemented in 2nd Sem)	116	160
			<b>Subtotal</b>	<b>25%</b>						



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	<b>SO2</b>	<b>Improved Effectiveness and Efficiency of Government Organizations Assisted</b>								
	PM4	Percentage of client government offices with ISO 9001 certifiable QMS	No. of agencies with ISO9001Certifiable QMS over total number of agencies assisted on QMS	5%	100% (13/13)	80%	100% 5/5	100% 19/19	100% 19/19	100% (32/32)
	PM5	Agencies assisted in innovation projects	Total count of agencies assisted in Innovation projects	5%	23	20	0	28	17	0 (total:45)
			<b>Subtotal</b>	<b>10%</b>						
	<b>SO3</b>	<b>Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based policy and socio-economic concerns</b>								
	PM6	New programs institutionalized	Total number of programs that have been institutionalized	5%	1	1	On-going	On-going	On-going	1
	PM7	Number of researches and studies completed	Total number of research and studies completed	5%	7	7	On-going	On-going	On-going	13
	PM8	Research utilized by clients	Total count of research utilized by clients	5%	1	1	On-going	On-going	On-going	1
			<b>Subtotal</b>	<b>15%</b>						



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Financial	<b>SO4</b>	<b>Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services</b>								
	PM9	Percentage of satisfied customers	Percentage of customers who gave at least a satisfactory rating	5%	99%	85%	On-going Project Validation	On-going Project Validation	On-going Project Validation and Contracting of Consultants	4.66 (average mean score of Overall Satisfaction)
			<b>Subtotal</b>	<b>5%</b>						
	<b>SO5</b>	<b>Broadened Network and Linkages with Local and Foreign (Public and Private) Institution</b>								
	PM10	Percentage of active partnership with institutions	Total number of partnerships with existing activities over total number of partnerships Forged	5%	100%	80%	2 new Partners (Udacity Inc. and Harrisburg University of Science and Technology)	On-going	1 new Partner (Philippine Institute for Development Studies)	92% (22/24)
	PM11	International projects/ hostings implemented	Total count of APO projects hosted or implemented by DAP	5%	14	15	2	3	6	4
			<b>Subtotal</b>	<b>10%</b>						
	<b>SO6</b>	<b>Sustained Financial Viability</b>								
	PM12	Gross Revenue (in million pesos)	Gross revenue year to year	5%	P 593.6M	P 597 M	P101.7M	P291.9M	P424.2M	P525 Million



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	PM13	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Actual EBITDA amount (absolute value average 3 year)	5%	P 100.8M	P 54 M	P2.3M	P75.2M	P98.2M	P110 Million
			<b>Subtotal</b>	<b>10%</b>						
	<b>SO7</b>	<b>Achieved Operational Efficiency</b>								
	PM14	Budget Utilization Rate for Major Govt Programs from NG	Total amount disbursed by DAP over total amount released by DBM	5%	100%	100%	63%	79%	93%	100%
	PM15	On-time delivery rate	No.of projects completed on or before agreed project duration over total number of projects completed	3%	95.35% (82/86)	80%	73% (32/44)	79% (56/71)	89.29% 75/84	87.74 or 88% (186/212)
<b>Internal Process</b>	PM16	Quality Mgt System (QMS) Conformance Rate <i>(Project Management System, Support Systems, and Conference Facilities Management)</i>	Actual Accomplishment	5%	DAP Passed the Recertification For ISO 9001:2015	Continued Certification ISO 9001:2015	Surveillance Audit is scheduled in the 3 <sup>rd</sup> Quarter	Surveillance Audit is scheduled in the 3 <sup>rd</sup> Quarter	Passed Surveillance Audit last October 4, 2021 Continued ISO 9001:2015 Certification	Passed Surveillance Audit last October 4, 2021 Continued ISO 9001:2015 Certification
	PM 17	Number of e-government initiative developed/ implemented	Actual count of e-government initiative developed/implemented	2%	1 (DTS)	1 (eRMS)	NDY On-going	NDY On-going	NDY On-going	1 (eRMS)
			<b>Subtotal</b>	<b>15%</b>						



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Learning and Growth	<b>SO8</b>	<b>Expand and Maintained Pool of High Performing Talents</b>								
	PM18	Organizational climate/ employee morale index	Score on Employee Morale of Surveyed Employees	5%	3.86	3.5	NDY Survey to be conducted in Q4	NDY Survey to be conducted in Q4	NDY Survey to be conducted in Q4	4.01
	PM19	Percentage of employees meeting required competencies	Number of plantilla employees meeting the required competency over total number of employees with competency gaps	5%	93% (361/389) personnel with gaps met their required competency	95% of employees meeting the required competencies	89% (353/398)	92% 357/390	94% 372/397	98% (384/393) of employees meeting the required competencies
			<b>Subtotal</b>	<b>10%</b>						
<b>GRANDTOTAL (Performance Rating)</b>			<b>100%</b>							

Certified True and Correct:

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*Anatalia SD Barawidan*  
**ANATALIA SD BARAWIDAN**  
Managing Director, Finance

Verified and Noted By:

*Alan S. Cajes*  
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DAP Compliance Officer and Vice President for Corporate Concerns Center