

I. **DAP 2021-2024 Performance Scorecard**
The metrics of the DAP performance are reflected in Table below showing the Academy’s FY 2024-2025 targets.

Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	We igh ts	RS	2021	2022	2023	Target 2024	Actual 2024	Target 2025
	SO1: Enhanced Competence of Public Sector Professionals										
	PM 1	Percentage completion of scholars in education and/or training	Number of graduates in GSPDM and PMDP over-enrolled students per class (Graduates/Enrolled)	10%		GSPDM: 98.64 (145/147) PMDP: 97.69% (127/130))	GSPDM: 87.43 (320/366) PMDP: 94.88% (204/215)	92% GSPDM: 84% (216/256) PMDP: 100% (106/106)	90%	93.07% (564/ Graduates / 606 Enrolled	90.00%
	PM 2	Percentage of Masters' Thesis & Capstone Accepted by the Panel accepted	Proportion of participants or students with accepted Masters' Thesis and Capstone	10%		GSPDM: 98.64 (145/147) PMDP: 97.69% (127/130)	GSPDM: 87.43 (320/366) PMDP: 94.88% (204/215)	99% GSPDM: 100% (216/216) PMDP: 98% (137/140)	85%	92% 448 accepted / 489 presented	85.00%
	PM 3	Number of participants trained	Actual Number of government managers/executives and legislative officers/staff trained or capacitated	10 %		NA	249	1,147	720	1121	305
			Subtotal	30%							



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Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	We igh ts	RS	2021	2022	2023	Target 2024	Actual 2024	Target 2025
	SO 2: Improved Effectiveness and Efficiency of Public Sector Organizations										
	PM 4	Program beneficiaries reached	Actual number of agencies participated in the program	5%		NA	16	318	90	382	34
	PM 5	Number of agencies that adopted the technical assistance intervention	Total number of TA interventions utilized/adopted	5%		NA	NA	111	37	65	12
	PM 6	Number of Beneficiary Agencies Assisted	Total count of agencies provided with service	5%		NA	23	191	135	144	377
			Subtotal	15%							



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Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	We igh ts	RS	2021	2022	2023	Target 2024	Actual 2024	Target 2025
	SO3: Broadened Adoption of Innovations, Emerging Technologies, and Future-ready Solutions in the Public Sector										
	PM 7	Number of Research/ Studies completed and submitted	Total count of research/studies completed and submitted	4.00		8	1	21	20	20	18
	PM 8	Number of completed research adopted or submitted to a journal	Total count of completed research adopted or submitted to a journal	2.00		1	9	23	21	25	2
	PM 9	Knowledge product and information considered relevant and useful	Number of Materials considered as relevant and used by target readers over number of Materials and Information produced (e.g. art card, videos, articles, catalog, social media posts, etc.)	2.00		NA	NA	100%	100%	100%	100%



Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	We igh ts	RS	2021	2022	2023	Target 2024	Actual 2024	Target 2025
	PM 10	Number of Research/studies publicly disseminated	Total count of research/studies of Research/studies publicly disseminated	2.00		NA	NA	NA	NA	NA	9
			Subtotal	10%							
	SO4: Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services										
	PM 11	Percentage of satisfied customers	Percentage of customers who gave at least a satisfactory rating	5%		99.4%	96%	96%	90%	97%	90.00%
			Subtotal	5%							
	SO5: Broadened Network and Linkages with Local and Foreign (Public and Private) Institutions										
	P M 12	International projects/ hostings implemented	Total count of APO projects hosted or implemented by DAP	5%		15	15	15	15	17	15
	P M1 3	Percentage of active partnerships	Total number of partnerships with existing activities over total number of	5%		22	82	64	NA	NA	80%



Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	We igh ts	RS	2021	2022	2023	Target 2024	Actual 2024	Target 2025
			partnerships forged								
			Subtotal	10%							
	SO6: Sustained Financial Viability										
	PM 14	Gross Revenue	Percentage growth year to year	2%		NA	NA	NA	NA	NA	Php 799, 257, 813.00
	PM 15	EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization)	Actual EBITDA amount	3%		NA	NA	NA	NA	NA	Php 31, 946, 981.00
	P M1 6	Subsidy Utilization Rate – Obligation	Total obligated subsidy over total COB from subsidy (Net of PS Cost)	2%		NA	NA	NA	90%	62%/ 90% (ao January 2025)	90.00%
	P M1 7	Subsidy Utilization Rate - Disbursement	Total disbursed over total amount of obligations (Net of PS Cost)	2%		NA	NA	NA	90%	73%/ 90% (ao January 2025)	90.00%
	P M1 8	Corporate Fund Utilization Rate – Disbursement	Total disbursement from internally- generated fund (IGF) over total COB from IGF (Net of PS Cost)	1%		NA	NA	NA	90%	38%/ 90% (ao January 2025)	90.00%
			Subtotal	10.00							



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Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	We igh ts	RS	2021	2022	2023	Target 2024	Actual 2024	Target 2025
	SO7: Achieved Operational Efficiency & Effectiveness through Good Governance										
	PM19	On-time delivery rate	No. of projects completed on or before agreed project duration over total number of projects completed	5%		87.74%	86%	93.7%	85%	94%	85.00%
	PM20	Compliance Rate to all mandated oversight policies & requirements	Completion Rate of submitted documents/ requirements to oversight agencies	2%		DAP Passed the Certification For ISO 9001:2015	DAP Passed the Recertification For ISO 9001:2015	DAP is ISO 9001:2015 Certified	Continued Certification ISO 9001:2015	3 rd party ISO Surveillance Audit done - DAP is ISO 9001:2015 Certified	100%
	PM21	Number of systems enhanced or implemented through the government initiative	Actual count of e-government initiative developed/ implemented	1%		NA	NA	1 (e-bidding)	1 (e-collection and e-payment)	1 (e-payment)	1
	PM22	Number of climate change action or initiative developed or implemented	Actual number of climate change action or initiative developed or implemented	1%		NA	NA	NA	NA	NA	1
	PM23	Number of GAD-related events/initiatives	Number of GAD-related events/initiatives	1%		NA	NA	NA	NA	NA	1



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Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	We igh ts	RS	2021	2022	2023	Target 2024	Actual 2024	Target 2025
		developed or implemented	developed or implemented								
			Subtotal	10%							
	SO8: Expanded and Maintained Pool of Public Sector Professionals										
	PM 24	Percentage of employees with enhanced competencies	Number of employees meeting the required competencies over total number of employees with competency gaps	5%		98%	98%	97%	85%	69% Baseline Data	100%
	PM 25	Level of PRIME- HR	Level of PRIME-HR	5%		NA	NA	NA	NA	NA	Level 2
			Subtotal	10%							
			Total Weight	100%							
GRAND TOTAL (Performance Rating)				100%							

Certified True and Correct:

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