



development academy of the philippines

DAP 2025 Performance Scorecard

Monitoring of Accomplishments

(01 Jan – 31 December 2025)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Baseline 2024	Target 2025	1st Q Accomplishments 2025	2nd Q Accomplishments 2025	3rd Q Accomplishments 2025	4th Q Accomplishments 2025	Actual 2025
Customers / Stakeholders	SO1	Enhanced Competence of Public Sector Professionals								
	PM1	Percentage completion of scholars in education and/or training	Number of graduates in GSPDM and PMDP over-enrolled students per class (<i>Graduates/Enrolled</i>)	10%	93.07% (564/ Graduates /606 Enrolled)	90.00%	85.03%	90.04%	91.45%	91.45%
	PM2	Percentage of Masters' Thesis & Capstone Accepted by the Panel accepted	Proportion of participants or students with accepted Masters' Thesis and Capstone	10%	92% (448 accepted/ 489 presented)	85.00%	97.02%	97.51%	97.90%	97.90%
	PM3	Number of participants trained	Actual Number of government managers/executives and legislative officers/staff trained or capacitated	10%	1120	305	96	150	107	353
	Subtotal			30.00%						
	SO2	Improved Effectiveness and Efficiency of Public Sector Organizations								
	PM4	Number of programs beneficiaries reached	Actual number of agencies participated in the program	5%	395	90	275	16	25	316
	PM5	Number of agencies that adopted the technical assistance intervention	Total number of TA interventions utilized/adopted	5%	65	37	0	0	18	18
	PM6	Number of Beneficiary Agencies Assisted	Total count of agencies provided with service	5%	144	379	329	10	15	354
	Subtotal			15.00%						
	SO3	Broadened Adoption of Innovations, Emerging Technologies, and Future-ready Solutions in the Public Sector								
	PM7	Number of Research/Studies completed and submitted	Total count of research/studies completed and submitted	4%	20	24	0	4	1	5
	PM8	Number of completed research adopted or submitted to a journal	Total count of completed research adopted or submitted to a journal	2.00%	25	2	0	3	5	8
	PM9	Knowledge Product & Information Considered Relevant & 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%	100%	100%	100.00%	100.00%	100.00%	100.00%



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	PM10	Number of Research/studies publicly disseminated	Total count of research/studies of Research/studies publicly disseminated	2.00%	<i>new indicator</i>	9	0	3	4	7
	Subtotal		10%							
	SO4	Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services								
	PM11	Percentage of Satisfied Customers	Percentage of customers who gave at least a satisfactory rating	5.00%	97%	90.00%	98.84%	98.69%	99.69%	99.69%
	Subtotal		5.00%							
	SO5	Broadened Network and Linkages with Local and Foreign (Public and Private) Institutions								
	PM12	Number of International Projects/Hostings Implemented	Total count of APO projects hosted or implemented by DAP	5.00%	17	15	1	2	3	6
	PM13	Percentage of active partnerships	Total number of partnerships with existing activities over total number of partnerships forged	5.00%	100% (2023 data)	80%	100.00%	100%	100%	100%
	Subtotal		10.00%							
ial	SO6	Sustained Financial Viability								
	PM14	Gross Revenue	Percentage growth year to year	2.00%	<i>Php 933 M (2023 data)</i>	₱799,257,813.00	₱140,307,044.00	₱321,674,206.00	515,990,993	515,990,993
	PM15	EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization)	Actual EBITDA amount	3.00%	<i>Php 155.9 M (2023 data)</i>	₱31,946,981.00	-₱5,726,707.00	-₱6,734,635.00	3,606,913	3,606,913
	PM16	BUR-Obligation	Total obligated subsidy over total COB from subsidy (Net of PS Cost)	2.00%	79%/ 90%	90.00%	72%	74%	97%	97%
	PM17	BUR- Disbursement	Total disbursed over total amount of obligations (Net of PS Cost)	2.00%	87%/ 90%	90.00%	28%	51%	76%	76%
	PM18	BUR- Corporate Fund Utilization	Total disbursement from internally-generated fund (IGF) over total COB from IGF (Net of PS Cost)	1.00%	70%/ 90%	90.00%	34%	47%	53%	53%
	Subtotal		10.00%							
	SO7	Achieved Operational Efficiency & Effectiveness through Good Governance								



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ss	PM19	On-time Delivery Rate	No. of projects completed on or before agreed project duration over total number of projects completed	5.00%	90%	85.00%	87%	92.38%	90.76%		90.76%
	PM20	Compliance Rate to all mandated oversight policies & requirements	Completion Rate of submitted documents/ requirements to oversight agencies	2.00%	new indicator	100%	100%	100%	100%		100%
	PM21	No. of e-Government Initiative Developed/Implemented	Actual number of e-Government Initiative Developed/Implemented	1.00%	1 (e-payment)	1	Ongoing	Ongoing	Ongoing		
	PM22	Number of climate change action or initiative developed or implemented	Actual number of climate change action or initiative developed or implemented	1.00%	new indicator	1	Ongoing	Ongoing	Creation of the TWG on Climate Change Mainstreaming and Disaster Resilience		1
	PM23	Number of GAD-related events/initiatives developed or implemented	Number of GAD-related events/initiatives developed or implemented	1.00%	new indicator	1	1. Use of Gender Fair Policy 2. DAP GAD Activities in Celebration of the 2025 National Women's Month	1. Use of Gender Fair Policy 2. DAP GAD Activities in Celebration of the 2025 National Women's Month 3. Breastfeeding Awareness Wellness Talk	1. Use of Gender Fair Policy 2. DAP GAD Activities in Celebration of the 2025 National Women's Month 3. Breastfeeding Awareness Wellness Talk		3
	Subtotal			10.00%							
ning and th	SO8	Expanded and Maintained Pool of Public Sector Professionals									
	PM24	Percentage of employees with enhanced competencies	Number of employees meeting the required competencies over total number of employees with competency gaps	5.00%	86%	100%	Ongoing	Ongoing	Ongoing		
	PM25	Level of PRIME-HR	Level of PRIME-HR	5.00%	new indicator	Level 2	Ongoing	Ongoing	Ongoing		
	Subtotal			10.00%							
	Total Weight			100.00%							
	Grand Total			100.00%							
				100.00%							



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Certified True and Correct:

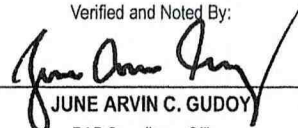

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