

DAP 2018 PERFORMANCE COMMITMENTS

I. The DAP Mandate, Mission and Vision

The Development Academy of the Philippines is a government-owned and controlled corporation established in 1973 with original charter created by Presidential Decree 205, amended by Presidential Decree 1061 and further amended by Executive Order 288.

Mandate

Based on its charter, the DAP is mandated to:

1. To foster and support the development forces at work in the nation's economy through selective human resources development programs, research, data collection, and information services, to the end that optimization of wealth may be achieved in a manner congruent with the maximization of public security and welfare;
2. To promote, carry on and conduct scientific, inter-disciplinary and policy-oriented research, education, training, consultancy, and publication in the broad fields of economics, public administration, and the political and social sciences, generally, involving the study, determination, interpretation, and publication of economic, political, and social facts and principles bearing upon development problems of local, national, or international significance; and,
3. To discharge a regional role in initiating and catalyzing exchange of ideas and expertise on development activities in the region of Asia and the Pacific.

Mission

The Academy's mission is as follows:

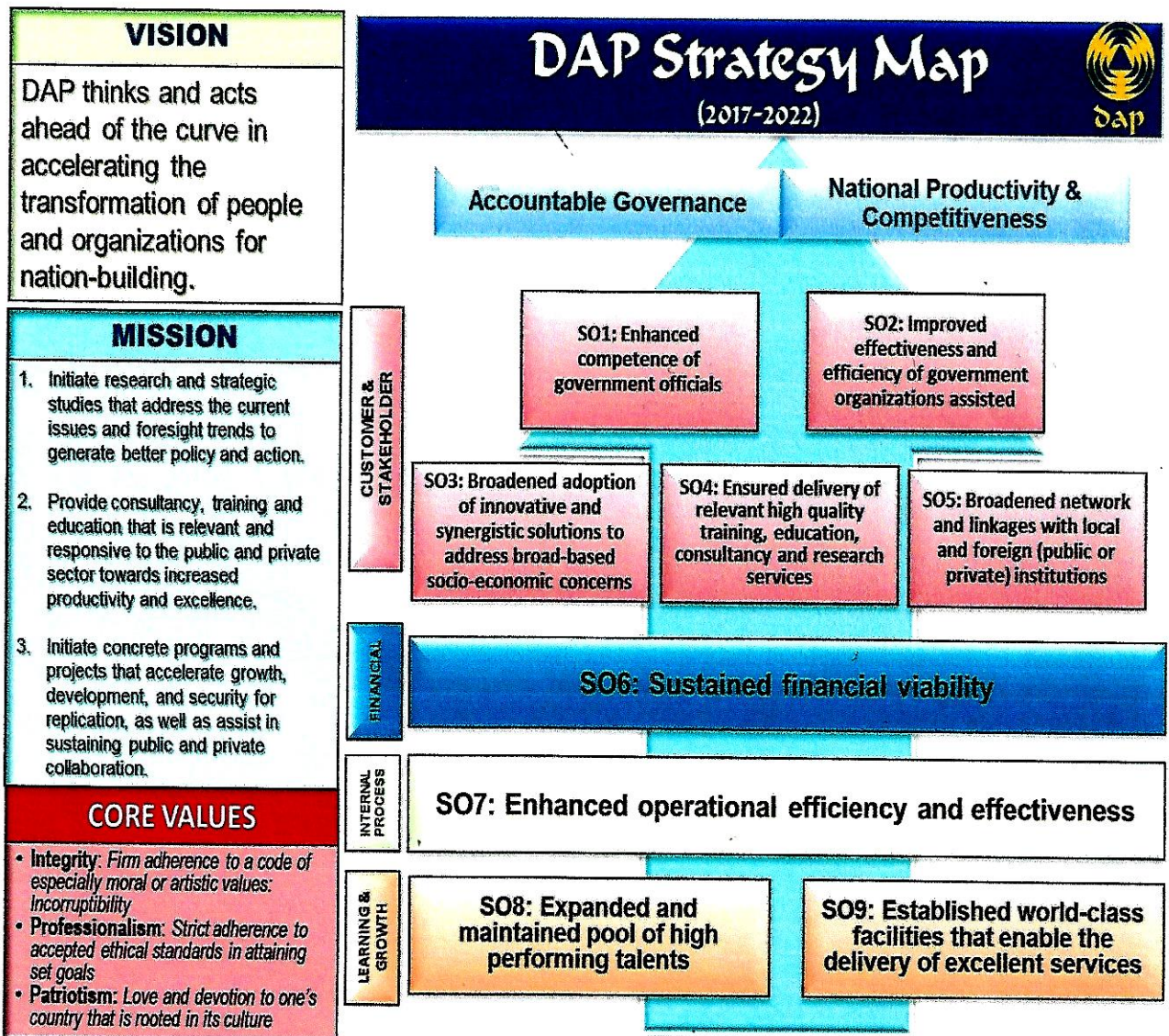
1. Initiate research and strategic studies that address the current issues and foresee trends to generate better policy and action;
2. Provide consultancy, training, publication, and education that is relevant and responsive to the public and private sector towards increased productivity and excellence; and
3. Initiate concrete programs and projects that accelerate growth, development, and security for replication, as well as assist in sustaining public and private collaboration.

Vision

The DAP thinks and acts ahead of the curve in accelerating the transformation of people and organizations for nation-building.

II. DAP Strategy Map

The Academy commits to perform efficiently and effectively its Mandate and Mission; pursue the attainment of its Vision; and live with its Core Values indicated in the DAP Strategy Map 2017-2022. The nine strategic objectives along the four perspectives namely customers/stakeholders, financial, internal process, learning & growth are set to support the priorities of the Administration towards accountable governance and national productivity and competitiveness of the country.



III. DAP 2018 Performance Scorecard

The metrics of the DAP performance are reflected in the Performance Scorecard. Table below shows in a snapshot the Academy's FY 2018 targets.

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Accomplishments 2017	Target 2018	
CUSTOMERS/ STAKEHOLDERS	SO1	Enhanced Competence of Government Officials				
	PM1	Completion rate	Number of graduates in GSPDM and PMDP over enrolled students per class	10%	GSPDM: 802 PMDP: 120	At least 90%
	PM2	Percentage of Re-Entry Plans (REPs), Action Plans & Projects (APPs), and Capstone accepted by the panel	Number of REPs, APPs, and Capstones accepted by the panel over total of REPs, APPs, and Capstones presented	10%	GSPDM: 100% PMDP: 100%	At least 85%
	PM3	Number of international projects/hostings implemented	Total count of APO projects hosted or implemented by DAP	5%	Not committed in 2017	17
	PM4	Number of local and international public sector productivity specialist trained	Total count of APO projects hosted or implemented by DAP as the National Productivity Organization	5%	Not committed in 2017	50
			Subtotal	30%		
	SO2	Improved effectiveness and efficiency of government organizations assisted				
	PM5	Percentage of client government agencies assisted on QMS with ISO 9001 certifiable QMS	No. of government agencies assisted on QMS with ISO9001 Certifiable QMS over number of client agencies	5%	100%	75%
	PM6	Number of agencies assisted in Innovation and Productivity Improvement Project (IPI) Plan development and innovation laboratory projects	Total count of agencies which have been assisted in developing their Innovative Productivity Improvement Project (IPIP) as well as their Innovation	5%	Not committed in 2017	4

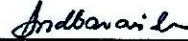
Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Accomplishments 2017	Target 2018	
CUSTOMERS/ STAKEHOLDERS		laboratory projects				
			Subtotal	10%		
	SO3	Broadened adoption of innovative and synergistic solutions to address broad-based policy and socio-economic concerns				
	PM7	Number of new programs institutionalized	Total number of programs that have been institutionalized	5%	Not committed in 2017	At least 1
	PM8	Number of researches and studies completed (5-MGR; 1-COE)	Total number of research and studies completed	5%	Not committed in 2017	6
			Subtotal	10%		
	SO4	Ensured delivery of relevant high quality training, education, consultancy & research services				
	PM9	Customer satisfaction rating	Proportion of DAP clients that are satisfied with all DAP services	5%	No data yet	At least 85%
			Subtotal	5%		
	SO5	Broadened network and linkages with local and foreign (public or private) institution				
	PM10	Number/ Percentage of partnership with institutions	Total number of partnerships with existing activities over total number of partnerships forged	5%	17	80%
			Subtotal	5%		
	FINANCIAL	SO6	Sustained financial viability			
PM11		Revenue growth year to year (Gross Revenue)	Percentage growth year to year	5%	(-7%)	9%
PM12		Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	EBITDA (% increase from year to year)	5%	41%	40 Million (3 yr average)
			Subtotal	10%		

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Accomplishments 2017	Target 2018	
	SO7	Achieved operational efficiency				
INTERNAL PROCESS	PM13	Budget Utilization Rate for Major Government Programs from NG		5%	Not committed in 2017	90%
	PM14	On-time delivery rate	Percentage of projects completed on time (based on project duration) matched with accruals	5%	Not committed in 2017. But the projects completed on time is matched w/ accruals is 66%	70%
	PM15	Quality Management System (QMS) Conformance Rate - Project Management System - Support Systems - Conference Facilities Management	Sustained ISO certification	5%	Continued Certification (DAP is ISO certified 9001:2015)	Continued Certification ISO 9001:2015
			Subtotal	15%		
	SO8	Expand and maintained pool of high performing talents				
LEARNING AND GROWTH	PM16	Organizational climate employee morale index	Score on employee morale of surveyed employees	5%	3.89	At least 3.8
	PM 17	Implementation of Competency-Based Human Resource Management Framework (CBHRMF)	Milestone Accomplishment	5%	100% of incumbents in the Support Offices underwent position & person profiling	100%
	PM 18	Percentage completion of new training building (Construction of the new Training Building: Completion based on grand total of the Bill Of Quantities (BOQ) for each cluster of works)	Annual Accumulated Accomplishment based on BOQ	5%	Bidding process was conducted	20%
			Subtotal	15%		
		GRAND TOTAL (Performance Rating)	100%			

Certified True and Correct:



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Acting Director, Corporate Operations and
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Managing Director, Finance Department



MONINA AR DE ARMAS
Managing Director, Administrative and Human Resource Management

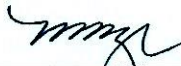
Verified and Endorsed by:



TRYGVE A. BOLANTE
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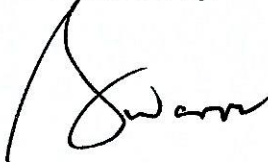


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