



Development Academy of the Philippines

DAP 2022 Performance Scorecard

Monitoring of Accomplishments (01 January – 31 December 2022)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights		Baseline 2021	Target 2022	1 st Q Accomplishments 2022	2 nd Q Accomplishments 2022	3 rd Q Accomplishments 2022	4 th Q Accomplishments 2022	Year-End Accom 2022	
Customer/ Stakeholder	SO1 Enhanced Competence of Government Officials											
	PM1	Completion rate	Number of graduates in GSPDM and PMDP over enrolled students per class	10%	8	GSPDM: 100% (149/149) PMDP: 95.75% (125/130)	At least 90%	GSPDM: 34.43% (126/366) PMDP: 95% (37/39)	GSPDM: 34.43% (126/366) PMDP: 93% 67/72	GSPDM: 55.46% (203/366) PMDP: 94.59% 105/111	GSPDM: 87.43% (320/366) PMDP: 94.88% 204/215	GSPDM: 87.43% (320/366) PMDP: 94.88% 204/215
	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%	8	GSPDM: 100% (149/149) PMDP: 95.75% (102/105)	GSPDM: 90% PMDP: 85%	GSPDM: 34.43% (126/366) PMDP: 100% (61/61)	GSPDM: 34.43% (126/366) PMDP: 100% 81/81	GSPDM: 55.46% (203/366) PMDP: 96.55% 84/87	GSPDM: 87.43% (320/366) PMDP: 96.21% 127/132	GSPDM: 87.43% (320/366) PMDP: 96.21% 127/132
	PM3	Local and international public sector productivity specialist trained	Total number of participants from productivity specialist courses	5%	5	160	100	0	129	0	249	249
			Subtotal	25%	21%							



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	SO2	Improved Effectiveness and Efficiency of Government Organizations Assisted										
	PM4	Percentage of client government offices with ISO 9001 certifiable QMS	No. of agencies with ISO9001 Certifiable QMS over total number of agencies assisted on QMS	5%	5%	100%	80%	Ongoing	Ongoing	Ongoing	100% (16 /16)	100% (16 /16)
	PM5	Agencies assisted in innovation projects	Total count of agencies assisted in Innovation projects	5%	5%	45	20	0	25	0	36	36
			Subtotal	10%	5%							
	SO3	Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based policy and socio-economic concerns										
	PM6	New programs institutionalized	Total number of programs that have been institutionalized	5%	5%	1	1	On-going 1	On-going 1	On-going 1	1	1
	PM7	Number of researches and studies completed	Total number of research and studies completed	5%	5%	8	13	On-going	On-going 3	On-going	9	9
	PM8	Research utilized by clients	Total count of research utilized by clients	5%	5%	1	1	On-going 1	On-going 1	On-going 1	1	1
			Subtotal	15%	15%							



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	SO4	Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services										
	PM9	Percentage of satisfied customers	Percentage of customers who gave at least a satisfactory rating	5%	5%	99.4% (330/332)	85%	On-going Project Validation	On-going Project Validation	On-going Project Validation and Contracting of Consultants	97%	96%
			Subtotal	5%	5%							
	SO5	Broadened Network and Linkages with Local and Foreign (Public and Private) Institution										
	PM10	Percentage of active partnership with institutions	Total number of partnerships with existing activities over total number of partnerships Forged	5%	5%	92% (22/24)	80%	On-going	100% (24/24)	On-going 77/77	100% (82/82)	100% (82/82)
	PM11	International projects/Hosting implemented	Total count of APO projects hosted or implemented by DAP	5%	5%	15	15	0	4	10	15	15
			Subtotal	10%	10%							



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Financial	SO6	Sustained Financial Viability										
	PM 12	Gross Revenue (in million pesos)	Percentage growth year to year	5%	NA	P 634M	P 597 M	NA	NA	200.6M	200.6M	Ongoing validation
	PM 13	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Actual EBITDA amount	5%	NA	P 142M	P54M	NA	NA	62.7M	62.7M	Ongoing validation
	PM 14	Budget Utilization Rate for Major Govt Programs from NG	Total amount disbursed by DAP over total amount released by DBM	5%	NA	100%	100%	NA	NA	15%	15%	Ongoing validation
			Subtotal	10%								
Internal Process	SO7	Achieved Operational Efficiency										
	PM 15	On-time delivery rate	No. of projects completed on or before agreed project duration over total number of projects completed	5%	5%	87.74% (186/212)	80%	98.35% 119/121	92.52% 99/107	98.98% 97/98	82.74% (163/197)	82.74% (163/197)
	PM 16	Quality Mgt System (QMS) Conformance Rate <i>(Project Management System, Support Systems, and Conference Facilities Management)</i>	Actual Accomplishment	5%	5%	DAP Passed the Certification For ISO 9001:2015	Continued Certification ISO 9001:2015	Surveillance Audit is scheduled in the 4 th Quarter	Surveillance Audit is scheduled in the 4 th Quarter	Surveillance Audit is scheduled in the 4 th Quarter	DAP Passed the Certification For ISO 9001:2015	DAP Passed the Certification For ISO 9001:2015



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	PM 17	Number of e-government initiative developed/ implemented	Actual count of e-government initiative developed/ implemented	5%	5%	1 (eRMS)	1	NDY On-going	On-going	On-going	1	1
			Subtotal	15%	15%							
	SO8	Expand and Maintained Pool of High Performing Talents										
Learning and Growth	PM 18	Organizational climate/ employee morale index	Score on Employee Morale of Surveyed Employees	5%	5%	4.01 (positive perception)	3.5	NDY Survey to be conducted in Q3	NDY Survey to be conducted in Q3	NDY Survey ongoing	4.00 (positive perception)	4.00 (positive perception)
	PM 19	Percentage of employees meeting required competencies	Milestone Accomplishment	5%	5%	98% (384/393) personnel with gaps met their required competency	95%	NA	NA	95% (369/387)	98% (379/385)	98% (379/385)
			Subtotal	10%	10%							
			GRANDTOTAL (Performance Rating)	100%								

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