

Competency Prioritization Matrix 2.

Priority level	IDENTIFIED COMPETENCY GAPS	Year of Implementation															Grand Total (F) (F=A+B+C+D)	Year 1	Year 2	Year 3	OFFICE CONCERNED	
		S	U	G	Group 1 (A)	S	U	G	Group 2 (B)	S	U	G	Group 3 (C)	S	U	G						Group 4 (D)
1	MANAGING RECORDS	10	10	10	30	10	10	10	30	10	10	10	30	10	10	10	30	120				all offices
2	SYSTEMS ANALYSIS AND DESIGN	10	10	10	30	10	10	10	30	10	10	10	30	10	10	10	30	120				PAdO-IT
3	DELIVERY QUALITY SERVICE	10	10	10	30	10	10	10	30	10	10	10	30	10	10	10	30	120				Core Com.
4	MANAGING DISASTER RELIEF OPERATION & PROTECTION	10	10	10	30	10	10	10	30	10	10	10	30	10	10	10	30	120				PENRO, PSWDO, PGO-PRRM, PEO
5	AGRI-FISHERY PROGRAM/PROJECTS	10	10	10	30	10	10	10	30	10	10	10	30	9	9	9	27	117				PAGRO
6	BUILDING PARTNERSHIP/NETWORK AND COLLABORATION	10	10	10	30	10	10	10	30	10	10	10	30	10	8	8	26	116				all offices (PGDH to Div Heads)
7	BUSINESS PROCESS FLOW PREPARATION	10	10	10	30	10	8	8	26	10	10	9	29	10	10	10	30	115				all offices
8	LEARNING & DEV'T PLANNING	8	8	8	24	10	10	10	30	10	10	10	30	10	10	10	30	114				Pool of Trainers/Core Team

9	RISK MGT. SECURITY AND INFORMATION ASSURANCE	10	10	10	30	10	10	10	30	10	10	10	30	10	7	7	24	114				IT & IAS
10	MONITORING AND EVALUATION	8	8	8	24	10	10	10	30	10	10	10	30	10	8	8	26	110				all offices
11	PROMOTING AND MARKETING PRODUCTS AND SERVICES	10	8	9	27	10	8	8	26	10	10	10	30	9	10	8	27	110				PADO-DNIPC, Tourism,LMDD & PEEDO-DDNH,
12	L&D MONITORING AN EVALUATION	10	10	10	30	8	8	8	24	10	10	10	30	9	8	8	25	109				Pool of Trainers/Core Team
13	PERFORMANCE MANAGEMENT	10	9	8	27	10	8	8	26	10	10	10	30	10	7	9	26	109				all offices
14	COLLECTING AND MANAGING REVENUES	9	9	9	27	10	10	10	30	8	8	9	25	9	9	9	27	109				PTO, PEEDO-DDNH
15	MANAGING FINANCIAL RESOURCES	10	8	9	27	10	10	10	30	7	7	7	21	10	10	10	30	108				PACCO
16	COMMUNICATING EFFECTIVELY	7	7	7	21	10	10	10	30	10	10	10	30	10	8	8	26	107				all offices
17	PLANNING, ORGANIZING AND IMPLEMENTINGB	8	8	7	23	10	7	7	24	10	10	10	30	10	10	8	28	105				all offices
18	DEMONSTRATING TECHNICAL SUPERVISION	9	9	9	27	10	7	7	24	10	10	10	30	10	8	7	25	106				all offices

19	MANAGING PROGRAMS AND PROJECTS	10	8	9	27	10	7	7	24	10	8	10	28	10	8	8	26	105				all offices
20	SOLVING PROBLEMS/MAKING DECISIONS	8	8	8	24	8	8	8	24	10	10	10	30	10	10	10	30	108				all offices
21	RENDERING LEGAL OPINION	8	8	8	24	10	10	10	30	9	7	8	24	10	8	8	26	104				PLO, PAdO, PHRMO, PBO,PGSO PAIC, PGO-IAS, SPO, PGC
22	INFORMATION, EDUCATION, AND COMMUNICATION (IEC) MATERIALS DEVELOPMENT/LAY OUTING OF IEC MATERIALS FOR PRINTING	7	6	5	18	10	10	10	30	10	10	10	30	10	7	8	25	103				PIO, PAdo, PHRMO, PAGRO, PENRO, Tourism
23	PREPARING PHOTOS/NEWS RELEASE	7	7	7	21	10	10	10	30	10	10	10	30	7	7	7	21	102				PIO, PHRMO, PAGRO, PHO, PENRO, OSS,
24	MONITORING ANIMAL HEALTH AND ITS SURVEILLANCE	8	8	8	24	10	7	7	24	10	10	10	30	8	7	8	23	101				PVO
25	DEVELOPING AND MONITORING COMPENSATION	10	8	10	28	7	7	7	21	7	7	7	21	10	10	10	30	100				PHRMO
26	PROGRAM/COURSE DESIGN DEVELOPMENT	8	8	8	24	8	8	8	24	10	10	10	30	8	7	7	22	100				Pool of Trainers/Core Team
27	DEMONSTRATING ANALYTICAL SKILLS	8	7	7	22	10	7	7	24	10	10	10	30	8	8	8	24	100				ALL OFFICES
28	IMPLEMENTING RECRUITMENT, SELECTION AND PLACEMENT	7	7	7	21	10	8	8	26	10	10	10	30	10	5	8	23	100				PHRMO, PSB ALL DEPT HEADS
29	ADMINISTERING LEAVE AN BENEFITS	7	7	7	21	10	7	7	24	10	10	10	30	10	7	8	25	100				PHRMO

30	REWARDS AND RECOGNITION	7	7	7	21	10	10	10	30	10	10	10	30	7	5	7	19	100				PRAISE, PHRMO, ALL PGDH
31	RISK ASSESSMENT & MGT.	8	8	8	24	8	8	8	24	8	7	7	22	10	10	10	30	100				ALL OFFICES
32	GATHERING PUBLISHING AN SHARING INFORMATION	8	7	7	22	10	10	10	30	8	8	8	24	7	8	8	23	99				PIO, VGO, SPO, OSS, PPDO
33	PROGRAM/COURSE DELIVERY AND ADMINISTRATION	8	8	8	24	7	7	7	21	10	10	10	30	10	7	7	24	99				Pool of Trainers/Core Team
34	SYSTEMS AND APPLICATION DEVELOPMENT	8	8	8	24	8	8	8	24	8	8	9	25	9	8	9	26	99				PADO-IT
35	CONDUCTING INVESTIGATION ON ADMIN CASES & GRIEVANCES	6	6	6	18	10	7	7	24	10	10	10	30	10	10	7	27	99				PLO,PGSO, PAIC, PGC, CODI, PHRMO, SPO
36	DEMONSTRATING EXTENSION TECHNIQUES	8	8	8	24	10	8	8	26	8	8	8	24	8	7	7	22	96				PAGRO, PVO, PENRO
37	MANAGING ANIMAL HEALTH CARE INTERVENTIONS	8	8	8	24	10	7	7	24	10	8	8	26	8	7	8	23	97				PVO,
38	CONDUCTING RESEARCH	9	7	7	23	7	7	7	21	10	10	10	30	8	7	7	22	96				ALL OFFICES
39	MANAGING ACQUISITION OF GOODS AND SERVICES	8	8	8	24	7	7	7	21	9	9	10	28	8	7	8	23	96				ALL OFFICES
40	PLANNING AND PROGRAMMING	7	7	7	21	8	8	8	24	10	10	10	30	7	6	7	20	95				PEO, PGSO,
41	DEMONSTRATING COMPUTER LITERACY	7	7	7	21	10	10	10	30	7	7	7	21	7	7	8	22	94				ALL OFFICES
42	ENGINEERING DESIGNS	5	5	5	15	7	7	7	21	10	10	10	30	10	10	8	28	94				PEO

43	MANAGING GIS	8	8	8	24	7	7	7	21	8	7	8	23	10	7	17	85				PPDO, PADO-IT, PASSO, PEO, PAGRO, PDDRMD, PVO, PENRO,	
44	POLICY INTERPRETATION AND IMPLEMENTATION	8	8	8	24	6	6	6	18	9	7	7	23	10	8	10	28	93				VGO, OSS, SPO, PG OFFICES
45	VIDEO EDITING/AVP	8	8	8	24	7	7	7	21	10	10	10	30	10	7	7	24	99				PIO, ALL OFFICES
46	TRANSACTION PROCESSING	7	7	7	21	10	10	10	30	6	6	6	18	7	8	8	23	92				PACCO, PBO, PTO
47	FACILITATING LEARNING	8	7	5	20	8	7	7	22	9	8	9	26	8	7	8	23	91				ALL OFFICES
48	DEMONSTRATING INNOVATION AND IMPROVEMENT	7	7	7	21	7	7	7	21	9	8	8	25	8	8	8	24	91				ALL OFFICES
49	DEMONSTRATING CASH/FINANCIAL MGT.	8	8	8	24	7	7	7	21	7	8	9	24	8	7	7	22	91				PTO, PEEDO-DDNH
50	FORMULATING BUDGETS	8	8	8	24	7	7	7	21	7	7	7	21	9	7	9	25	91				ALL OFFICES/pbo
51	MANAGING SUPPLY WAREHOUSING	7	7	7	21	8	8	8	24	8	8	8	24	7	7	7	21	90				PGSO
52	MANAGING & REPORTING BUDGET UTILIZATION	8	8	8	24	7	7	7	21	7	7	7	21	8	8	8	24	90				PBO
53	DEMONSTRATING FINANCIAL ACUMEN	8	8	8	24	7	7	7	21	7	7	7	21	8	7	7	22	88				PACCO, PTO, PBO, PGO-IAS

54	REVIEWING BUDGETS	7	7	7	21	7	7	7	21	7	7	7	21	9	7	8	24	87				PBO, OSS, SPO,VGO
55	SCRIPT WRITING	6	6	6	18	7	10	8	25	7	7	7	21	8	7	7	22	86				PIO, VGO, SPO (OFFICES REUESTING AVP TO PIO)
56	UPLAND COMMUNITY ORGANIZING	7	7	7	21	7	7	7	21	7	7	7	21	9	7	7	23	86				PENRO, PVO, PAGRO, PSWDO,
57	ACCOUNTS RECONCILIATION (MANAGING FINANCIAL RESOURCES)	7	7	7	21	7	7	7	21	7	7	7	21	8	7	7	22	85				PACCO,
58	ACCOUNTING (MANAGING FINC'L RES.)	7	7	7	21	7	7	7	21	7	7	7	21	7	7	7	21	84				PACCO
59	DIGITAL MEDIA VISUALIZATION/ VIDEO GRAPHICS	8	8	8	24	10	10	10	30	9	9	9	27	7	7	8	22	103				PADO-IT, PIO, OSS
60	MICRO FILMING OF RECORDS	7	5	6	18	10	7	7	24	7	7	7	21	6	6	5	17	80				OSS, VGO, PHMO, PADO,
61	STENOGRAPHIC ENCODER/ING	7	7	7	21	7	7	7	21	6	6	5	17	7	6	5	18	77				OS
62	VOICE OVERS	5	5	5	15	7	7	8	22	6	6	6	18	6	6	5	17	72				PIO

BASIC AND
ADVANCE

