



INDIVIDUAL DEVELOPMENT PLAN

A. EMPLOYEE'S PROFILE

Name (Last, First, MI)	Sex M/F	Age	Position and Salary Grade [Year(s) in the position]	Division/Office	Supervisor's Name	Period (3 years)
BUNDOC, ALETH C.	F	62	Community Development Officer II - SG 15 - 34 yrs.	Technical Services/PENRO	CYNTHIA U. LOZANO	2023 - 2025

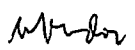
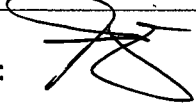
B. DEVELOPMENT PLAN

(Based on the competency assessment conducted and/or the results of the review of performance, please identify the top gaps or weaknesses among the competencies assessed that the employee needs to focus for development, improvement or enhancement. It would be best to prioritize FIVE (5) developmental areas over a three-year period.)

Development Targets	Developmental Activity	Success Indicators	Planned Completion Date	Means of Verifications	Completed Date	Remarks
PCO6 - ENVIRONMENT AND NATURAL RESOURCE ACCOUNTING (ENRA) (Basic)	Webinar, Learning Event, Workshop	Able to know and understand the fundamentals of environment and natural resource accounting	June 2023	Training Certificate		
PCO7 - STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS (Basic & Intermediate)	Webinar, Learning Event, Workshop	Able to know and understand the strategies and schemes for financing environmental projects	June 2023	Training Certificate		
PCO8 - RESULTS-BASED MONITORING AND EVALUATION SYSTEM (RBME) AND ENVIRONMENTAL AUDIT FOR DIFFERENT ENRM SITES (Basic & Intermediate)	Webinar, Learning Event, Workshop	Able to know and determines key outputs and their indicators for the progress monitoring of biodiversity, forests and forest lands, environmental governance, ENR, sustainable financing, and local sustainable development, thence for implementation in the field	June 2023	Training Certificate		

		local sustainable development, thence for implementation in the field				
PCO13 - ENR LAW ENFORCEMENT (Basic & Intermediate)	Webinar, Learning Event, Workshop	Able to know and understand the ENR Laws and how it is implemented	June 2023	Training Certificate		
PCO14 - LAND DISPOSITION AND MANAGEMENT (Basic & Intermediate)	Webinar, Learning Event, Workshop	Able to know and understand the laws, rules and regulations of land resources, its disposition and management	June 2023	Training Certificate		

I acknowledge and understand my individual development plan as discussed with my supervisor. I affirm that the development targets and the corresponding details indicated in my IDP will contribute in the delivery of service excellence in the Department. I, therefore, commit to accomplish the targets in the given period.

Employee Signature: 	Date: 4/27/2023	Supervisor Signature: 	Date:
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LORMELYN E. CLAUDIO, CESO IV
Regional Executive Director