



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)
ALVIN L. PERGIS	M	34	EMS II-SG I5 2 years	PROTECTED AREA MANAGEMENT OFFICE	EMETERIO M. RECTO	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
PCO2 - Identification of Interventions and Integrating Strategies Across Sectors (Forestry, Coastal, Agriculture, Urban, Air Space) and Zoning for Strategic Management ACCOUNTING (ENRA)	Formal Classroom Training	Able to identify strategic management interventions and to integrate across sector	May 2023- December 2025	Certificate	December 2025	Possible interventions identified during the training
PCO14 - Land Disposition and Management	Coaching & Mentoring Self-study	Able to identify different public lands	May 2023- December 2025		December 2025	

		for disposition and management				
PCO5 - Preparation of Natural Resources Management (NRM) Related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM)	Coaching & Mentoring Self-study	Able to prepare Natural Resources Management (NRM) related plans	May 2023-December 2025		December 2025	
PCO6 - ENVIRONMENT AND NATURAL RESOURCE	Coaching & Mentoring Self-study	Knows the fundamentals of natural resource accounting (NRA).	May 2023-December 2025		December 2025	
PCO7 - STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS	Coaching & Mentoring Self-study	Able to strategies schemes for financing environmental projects	May 2023-December 2025		December 2025	

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: April 28, 2023	Supervisor Signature 	Date: April 28, 2023
---	----------------------	--	----------------------