



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)
Sol, Maria Aivy H.	F	25	LMO/ SG 11	TSD/PENRO MARINDUQUE	SIMEON R. DIAZ	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
PCO1 - CONCEPT AND APPLICATION OF INTEGRATED ECOSYSTEMS MANAGEMENT (IEM)	Formal Training and Workshop	Knowledgeable on concept and application of Integrated Ecosystems Management (IEM)	Year 2023	Training Certificate/ Certificate of Completion		
PCO5 – PREPARATION OF NATURAL RESOURCES MANAGEMENT (NRM)-RELATED PLANS (FLUP, CRMP, ISWMP, IRBM, IWRM)	Formal Training and Workshop	Knowledgeable on preparation of Natural Resources Management (NRM)	Year 2023	Training Certificate/ Certificate of Completion		
PCO6 – ENVIRONMENT AND NATURAL RESOURCE ACCOUNTING (ENRA)	Formal Training and Workshop	Knowledgeable on Environment and Natural Resource Accounting (ENRA)	Year 2023	Training Certificate/ Certificate of Completion		

PCO7 – STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS	Formal Training and Workshop	Knowledgeable on strategies and schemes for financing environmental projects	Year 2023	Training Certificate/ Certificate of Completion		
PCO11 – INFORMATION, EDUCATION AND COMMUNICATION, SOCIAL MARKETING AND EXTENSION SUPPORT	Training/ Workshop	Has basic knowledge on information, education and communication, social marketing and extension support	Year 2023	Certificate of Participation		
PCO14 - LAND DISPOSITION AND MANAGEMENT	Formal Training and Workshop	Enhance knowledge on Land Disposition and Management	Year 2023	Training Certificate/ Certificate of Completion		
OC4 – PROJECT MANAGEMENT	Training/ Workshop	Has basic knowledge in the preparation of research/project proposal	Year 2023	Training Certificate/ Certificate of Completion		

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:  MARIA AMY H. SOL	Date: April 29, 2023	Supervisor Signature:  SIMEON R. DIAZ	Date: April 29, 2023
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