

ABSTRACT

TOLEDO, ILDEFONSO. University of the Philippines in the Visayas, March 2001. Capability Needs Assessment of the Northern Iloilo Alliance for Coastal Development (NIACDEV) An Institutional Analysis.

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A study on the assessment of competencies of existing Northern Iloilo Alliance for Coastal Development (NIACDEV) personnel was conducted to determine their capability for better job performance and effective service delivery. The study also sought to review the organic structure of NIACDEV including the functions and responsibilities of the operational units. It also aimed to identify competencies of personnel in terms of knowledge, skills and attitude (KSA) requirements, and also to determine competency gaps of the personnel and to provide recommendations for the over-all effectiveness and efficiency of NIACDEV.

The 12 respondents in this study are the key personnel of NIACDEV who are manning the existing organizational structure. The competency areas used in the assessment have been identified by the Municipal Mayors of northern Iloilo during a workshop held last March 1999.

Interviews and workshops were employed to gather primary data; secondary data was through profiles and other documents available. Analysis of data gathered was done through ranking of responses and comparative assessment.

The study reveals that the competency level of NIACDEV personnel is high in the areas of monitoring and evaluation, project development and management, concepts of sustainable development and resource management. In terms of skills, the key personnel's strength is on time management, situational analysis, policy review and formulation, effective communication, networking, training management, and interviewing skills. However, the study also shows that competency of Unit Heads in the areas of knowledge and skills are not directly required by their present position suggesting the need to review tasks assignments and re-positioning of these personnel.

The existing structure allows clear delineation of specific roles and responsibilities and will contribute to organizational efficiency. Attention, however, is given to the role of the Advisory Board and Legal Counsel. Since these two entities are deemed to assume the nature of support units for policy and legal matters, the relationship of the NIACDEV Board should be reflected in the organizational chart in the form of broken lines.