

COMPETENCE ASSESSMENT TOOL

UP Marine Science Institute
East Asia Seas Congress
27-30 November 2018



Strengthening Marine Protected Areas to Conserve
Marine Key Biodiversity Areas in the Philippines

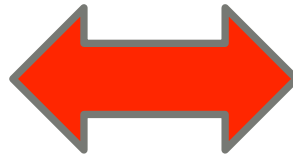




SMARTSeas PH – UP MSI Objectives

1. Development of Monitoring & Evaluation (M&E) System (i.e. ecological, governance, socio-economic) to assess and evaluate the benefits of Marine Protected Area Networks (MPANs);
- 2. Development of competence standards for MPA/N Managers, which include level of skills and competence*
3. Updating and enhancing of MSN Database.

Goal 1: Sustain healthy ecosystem goods and services



Goal 2: Ensure resilience of socio-ecological systems

Sustained MPA management

Conservation of coastal and marine habitats, and threatened species

Sustainable use of coastal and marine resources

Institutionalized functional network management systems

Enhanced ecosystem resilience

Building resilient communities

MPA 1

MPA 2

MPA 3

MPA 4

MPA 5

Individual MPAs contributing towards a common goal

MPA 1

MPA 2

MPA 3

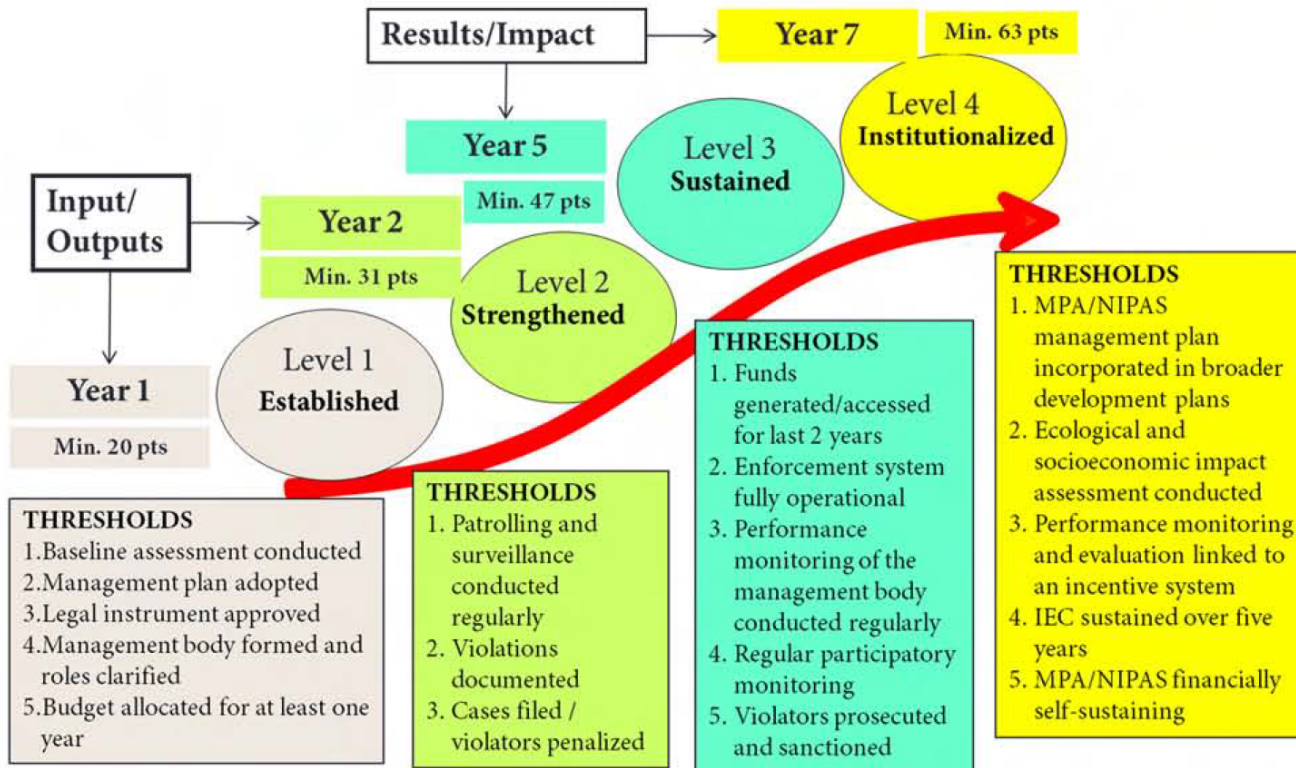
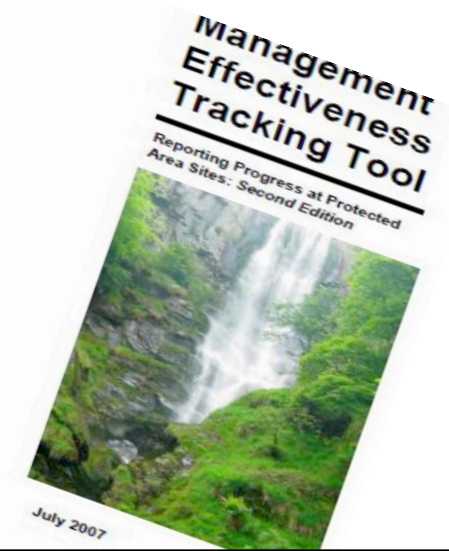
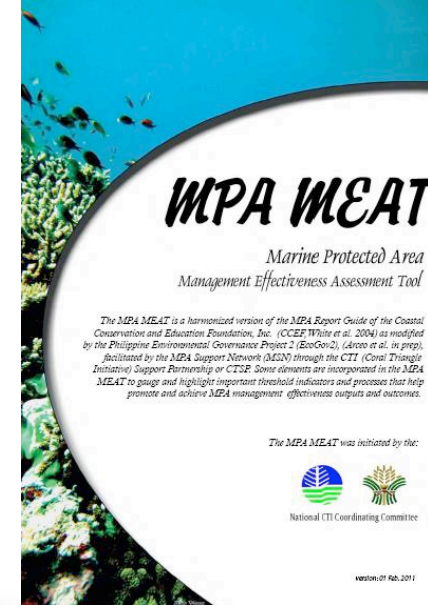
MPA 4

MPA 5

Collective and long-term benefits from synergy in networking

MPA Management Assessment Tools

- Can be used to identify gaps in the governance aspects



MEAT level	Number of MPAs (as of 2014)	%
4	20	1.12
3	63	3.53
2	125	7.01
1	65	3.65
0	261	14.64
No MEAT	1249	70.05

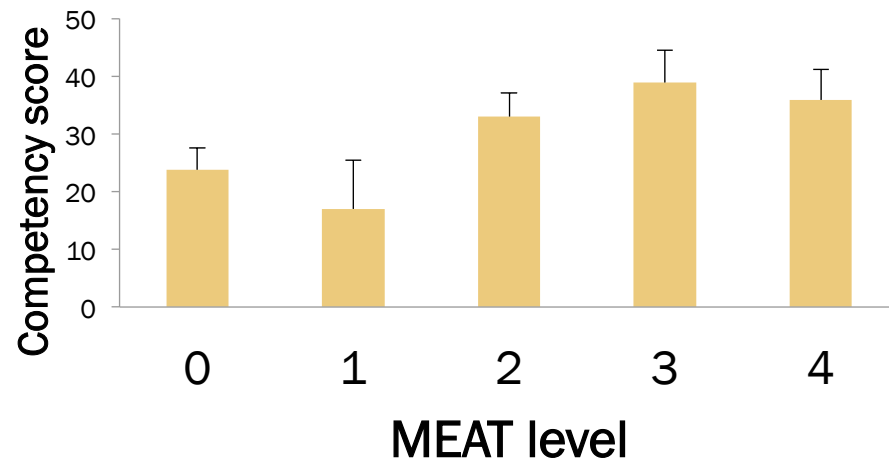
Linking competency of managers in MPA management performance

Human resource capacity is a strong predictor of conservation impacts (Gill *et al.*, 2017)

Hypothesis:

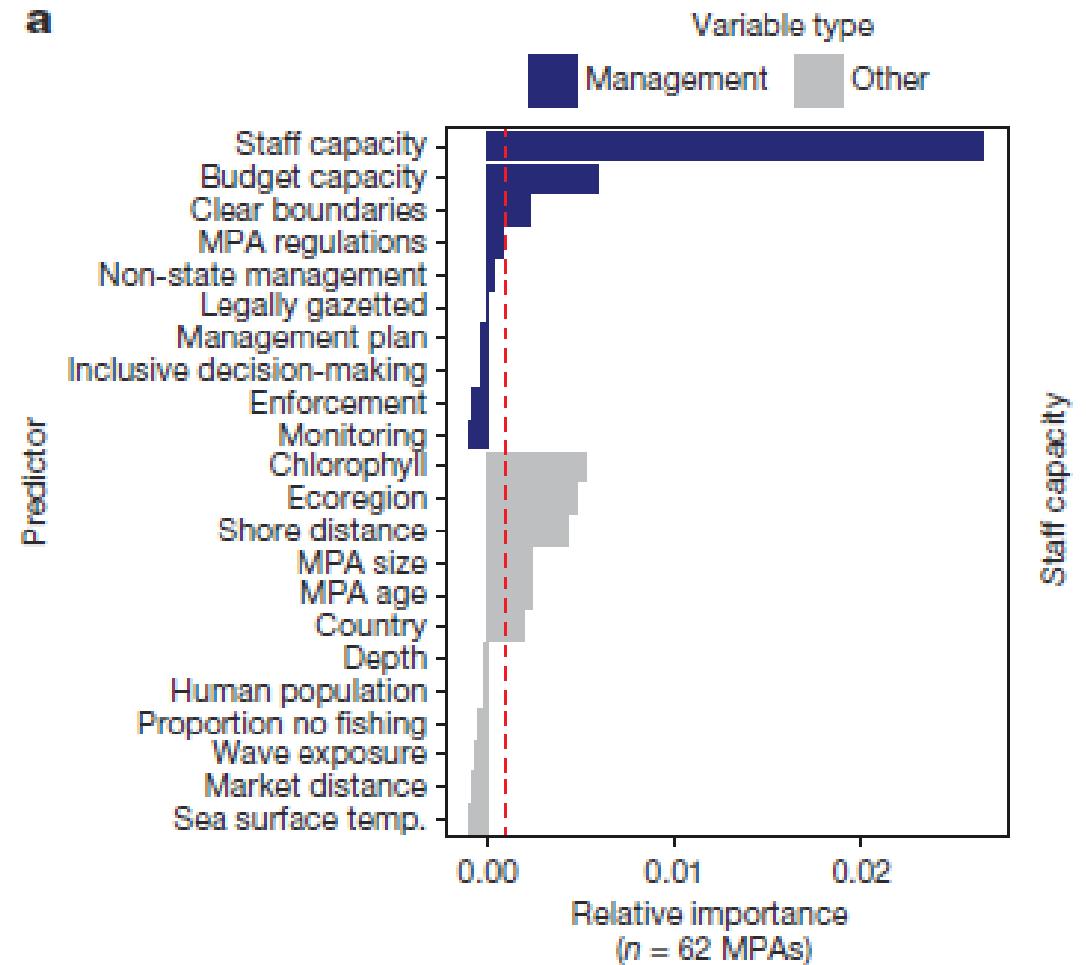
As competency of MPA managers increases, MPA management effectiveness also increases

Results:



Conclusion:

Generally, MPAs with high MPA MEAT Levels have higher competency scores than MPAs with lower MPA MEAT Levels.



The Competence Assessment Tool

COMPETENCE ASSESSMENT TOOL

A GUIDE FOR MARINE PROTECTED AREA (MPA) AND MPA
NETWORK (MPAN) MANAGERS AND PRACTITIONERS

UP Marine Science Institute

- an instrument that aims to assess the current competencies of the managers and practitioners working for the MPA/N
- aids in identifying capacity or training needs of an individual by identifying areas of competencies, or lack thereof
- part of the M&E System; a complementary tool to other assessment tool e.g. MEAT

Development of the Tool

*Literature
review*

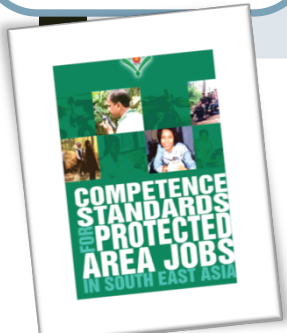
*Development of
the list of
competencies,
criteria & guide
questions*

*Consultation
activities*

*Pre-
testing of
the tool*

Refinement

*Finalization of
the tool*



Elements of the Tool

Main components based on MPA/N-related roles and responsibilities

- Consists of 40 competencies & 236 criteria categorized under:
 - *5 main components based on MPA/N-related roles & responsibilities – planning, financing, communications, enforcement and monitoring & evaluation*
 - *3 main criteria – the knowledge, skills and attitude*

Who can use the Competence Assessment Tool?

Personnel Category	Typical Title	Roles & Responsibilities	Sample Positions
A	Executive	<ul style="list-style-type: none"> • Direction and management of large organizations • Involve in policy development, spatial and strategic planning. • Cross sectoral coordination • Direction of complex programs and plans. 	Regional Director, Governor, Mayor, Sangguniang Bayan
B	Senior manager	<ul style="list-style-type: none"> • Direction and management of medium sized organizations. • Planning and management of projects and programs within strategic frameworks. • Conducting and leading complex and technical programs (based on specialty). 	PA Superintendent, MPA Coordinator, MAO, MENRO, Fisheries Office, CRM Office
C	Technical specialist	<ul style="list-style-type: none"> • Management, organization and leadership of technical sections and teams implementing plans and projects. • Completing specific and complex technical assignments (according to technical specialty). 	Admin Officer, Head Ranger/Enforcer, M&E Specialist, PO Officers
D	Skilled worker	Completing practical tasks under continuous supervision.	Junior Technician, Admin Aide, Bantay Dagat, PO Members

The Toolkit:

A. Instruction & Personal Data Sheet

Dear SIR/ MADAM,

GREETINGS!

You have been requested to answer this questionnaire because you are doing an important job for your Marine Protected Area (MPA)/MPA Network (MPAN). Whether you are new or have been doing it for a long time, you probably know that there are no small tasks when it comes to managing the marine resources since it requires, not only considerable knowledge and skills, but also essential work attitudes that enable you to do your work effectively and efficiently.

This Competence Assessment Tool aims to help gauge your current level of knowledge, skills and attitudes in performing your assigned duties and responsibilities for the MPA/N. More importantly, this assessment is being done to help determine and design future trainings and other capacity building activities, and enable you to perform your best in your designated position and contribute to the achievement of the vision, goals and objectives of your MPA/N. Thus, the objective is NOT to evaluate or rate your performance, but rather to determine ways to enhance your knowledge and skills. There is no "passing grade."

You may answer in any language or dialect that you think would best reflect your ideas. Please go over the questions carefully and answer them as honestly as you can. Rest assured that all your answers will be treated with confidence.

Thank you very much for your time and patience.

Sincerely,

FACILITATOR

Name: _____ No. of Years in Service: _____

Office/Designation: _____

Name of MPA/N being managed: _____

Specific tasks related to MPA/N management: _____

My work (100%) can be divided into: Planning ____ % Financing ____ %
Communications ____ % Enforcement ____ % Monitoring and Evaluation ____ %

Educational level:

____ Elementary level ____ High school level ____ High school graduate
____ College level ____ College graduate ____ Post-graduate

Name of last training attended: _____

When was it conducted: _____

Date accomplished: _____

Facilitator's Name (if applicable): _____

The Toolkit:

B. Self-Assessment Form

PERSONNEL CATEGORY D

Please rate your work attitudes by ticking/checking on the boxes on the right. Tick/check only one answer per item.

1. Core	Work Attitudes	Rating (SCORE)			
		Not at all	Some of the time	Most of the time	All the time
	I am honest and truthful in all my dealings.				
	I am approachable and easy to talk with.				
	I am willing to learn new ideas and skills.				
	I contribute ideas and make suggestions based on facts.				
	I am diligent and work hard to accomplish the objectives of our MPA.				
	I strive to perform my duties and responsibilities to the best of my abilities and without any vested interest.				
	I adhere to the standards of transparency and accountability in keeping financial records.				
	I can do my financial and administrative duties in a systematic and efficient manner.				
	I am meticulous and I always see to it that the funds are spent wisely and frugally, and liquidated properly and on time.				
	I am always courteous and respectful when communicating with everyone regardless of their rank, position, condition, gender and beliefs.				
	In the performance of my duties on enforcement I am always respectful of people and their rights.				
	I am fair and honest in enforcing the law.				
	I am courageous and mindful of the law when conducting enforcement activities.				
	I am observant and conscientious in adhering to the procedures of enforcement.				
	I am a team player and can work in collaboration with other enforcement groups.				
	I am organized and have a system of keeping data, records and information properly and readily accessible.				

The Toolkit:

C. Evaluation Results Sheet

SUMMARY OF COMPETENCE ASSESSMENT RESULTS

Name: _____ No. of Years in Service: _____

Office/Designation: _____

Name of MPA/N being managed: _____

Criteria	Total Score	Competence Level*	Remarks
Knowledge			
Skills			
Attitude			

Recommendations: _____

CATEGORY D PERSONNEL

Component	Knowledge (K)			Skills (S)			Attitude (A)		
	Total Available Points	Actual Score	%	Total Available Points	Actual Score	%	Total Available Points	Actual Score	%
1. Planning	10			4			0		
2. Financing	4			4			9		
3. Communications	2			8			3		
4. Enforcement	18			7			15		
5. Monitoring and Evaluation	14			8			3		
Total Score	48			31			30		
Attitudes (General)							18		
Positivity to Work (All Work Attitudes)							48		

*Total score (COMPETENCE LEVEL):

KNOWLEDGE	0-16—LOW	17-32—MODERATE	33-48—HIGH
SKILLS	0-10—LOW	11-20—MODERATE	21-31—HIGH
ATTITUDE	0-16—LOW	17-32—MODERATE	33-48—HIGH

The Toolkit:

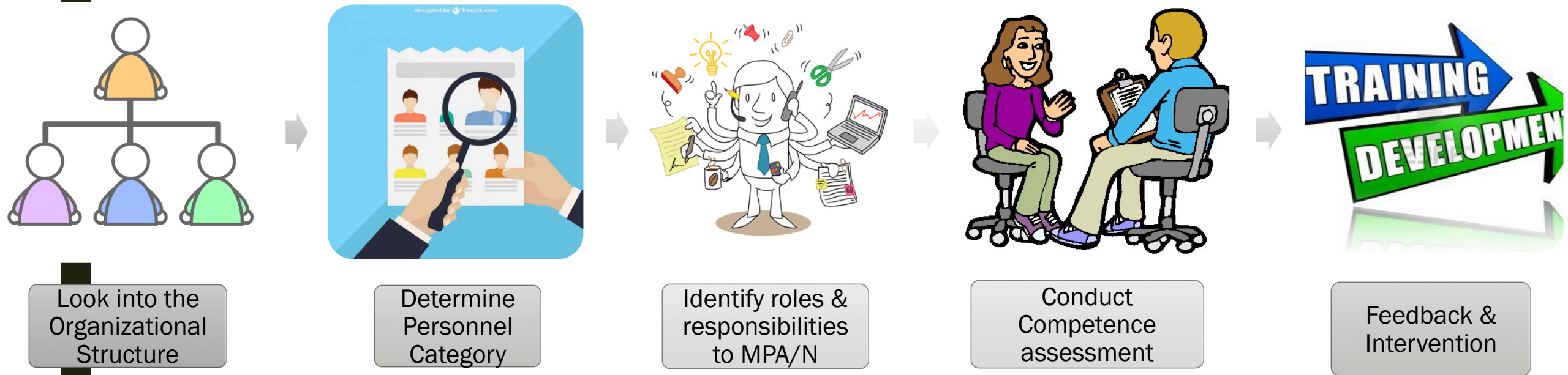
D. Guide to Administering the Tool & Scoring

PLANNING

1. Competency: Contribute to the development of the MPA/N management plan

Criteria	Guide Questions	Tips on how to ask/ Expected answers	Scoring
P1-K1. State and importance of coastal and marine resources	<p>What is the state of marine resources in your areas?</p> <p>What is the importance of managing these marine resources important?</p>	<p>Describe the state of coastal and marine resources (seagrass/ mangrove/ coral reefs/ fisheries etc.) of the area:</p> <ul style="list-style-type: none"> • Where are they located? • Can you estimate their size (hectares), cover (percent, lush, thick, etc.) and condition (poor, good, excellent)? • How about the fish catch of fishermen – what is the average fish catch? <p>Knows importance of marine resources such as:</p> <ul style="list-style-type: none"> • Provisioning – source of food (fish, shellfish, seaweed, timber, drugs, etc.) • Regulating – coastal protection, prevention of erosion, water purification, carbon storage • Cultural, spiritual, beauty 	<p>2=can describe status of resources 1=can describe at least 1 (plus "1", if knows importance) (Max=3 points)</p>
P1-K2. MPA/Network management plan	<p>What is your contribution to the development of the MPA/N management plan?</p> <p>What are some of the contents of the MPA/N management plan?</p>	<p>Involvement in the development of MPA/N management:</p> <ul style="list-style-type: none"> • Highly involved (and can describe process of development) • Moderately involved • Little involvement (e.g. signing invitation letters, etc.) • No involvement at all <p>Has an idea of the general contents of the MPA/N management plan such as:</p> <ul style="list-style-type: none"> • Rationale and purpose of MPA/N or Vision, Mission and Goal setting • Present condition of marine resources • Legal framework • Organizational structure of the management body • Roles and responsibilities • Strategic action plans (for M&E, Enforcement, etc.) • Roles and responsibilities • Penalties and fines • Other _____ 	<p>2=Highly involved 1=moderately involved 0=No answer (plus "1", if knows contents of plan) (Max=3 points)</p>

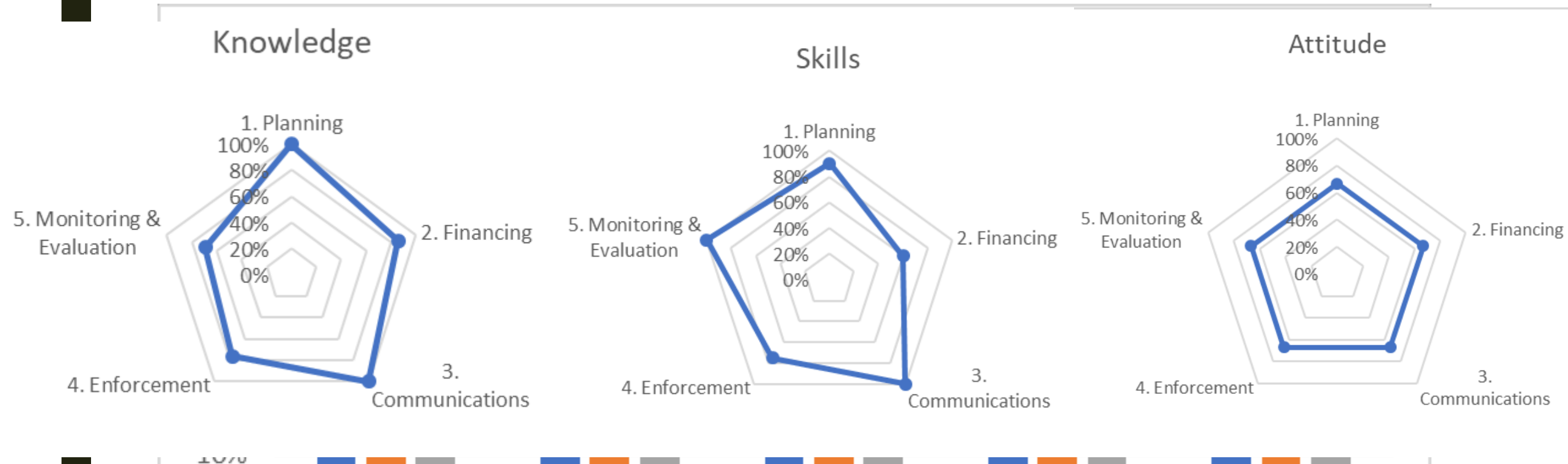
How to use the tool?



Scoring & Sample Output: Davao Gulf – Category A

Component	Total Available Points				Knowledge		Skills		Attitude		Attitude (A)		
		1. Planning	2. Financing	3. Communications									
		100%	86%	100%	76%	69%	100%	75%	67%	12	8	67%	
1. Planning	10									3	2	67%	
2. Financing	7									3	2	67%	
3. Communications	4									3	2	67%	
4. Enforcement	17	13	76%	4	3	75%	6	4	67%				
5. Monitoring & Evaluation	13	Criteria							Total score		9	6	67%
Total score	51										33	22	67%
		Knowledge			42		High						
		Skills			27		Moderate		24	15	63%		
		Attitude			37		Moderate		57	37	65%		
									15				

Scoring & Sample Output: Davao Gulf – Category A



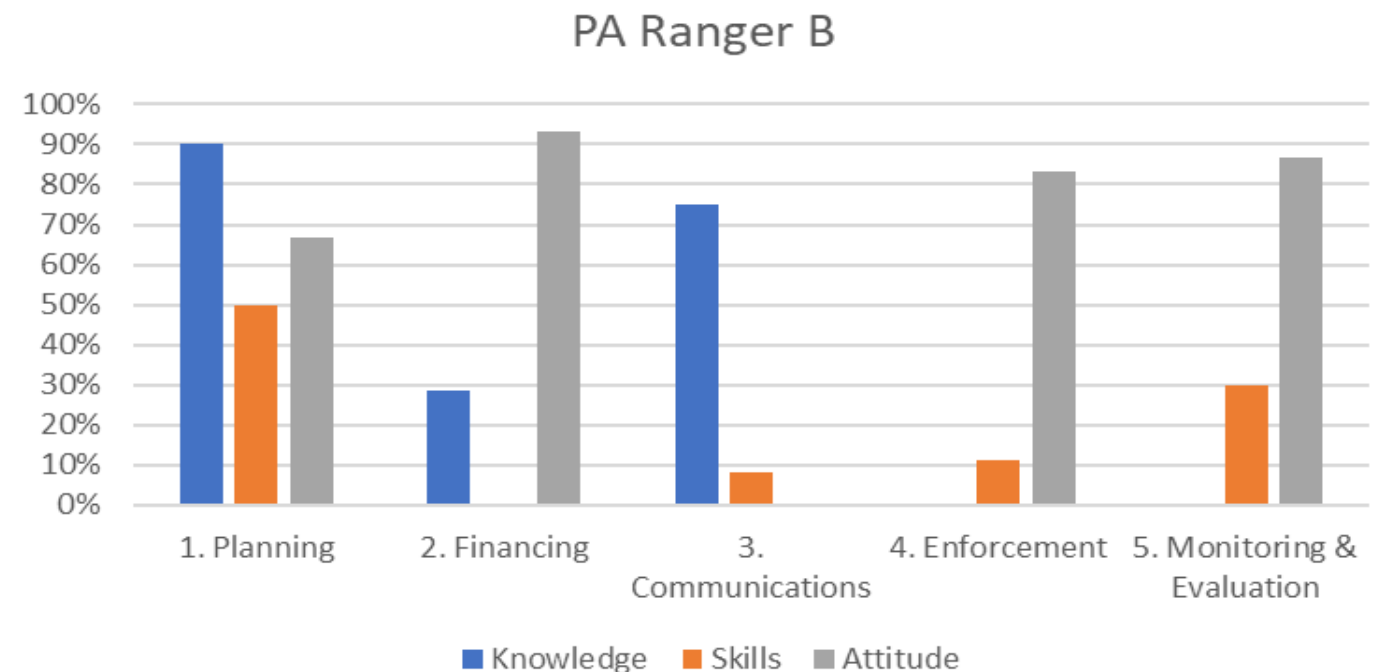
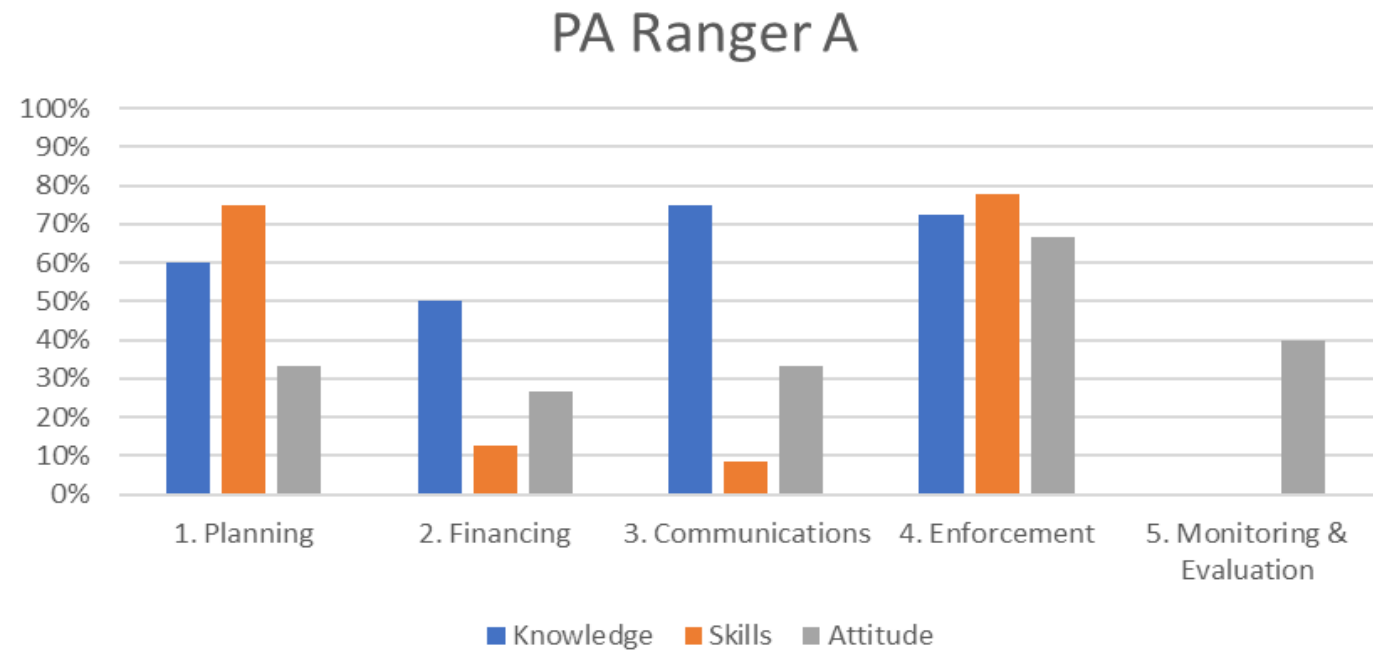
Sample recommendations:

- *Knowledge: Attend seminars, trainings, conferences, events focusing on adaptive management and best practices / incentive systems / best practices*
- *Skills: Attend trainings on financial management*
- *Attitude: Team building activities, character development*

Scoring & Sample Output: Tanon Strait – Category C

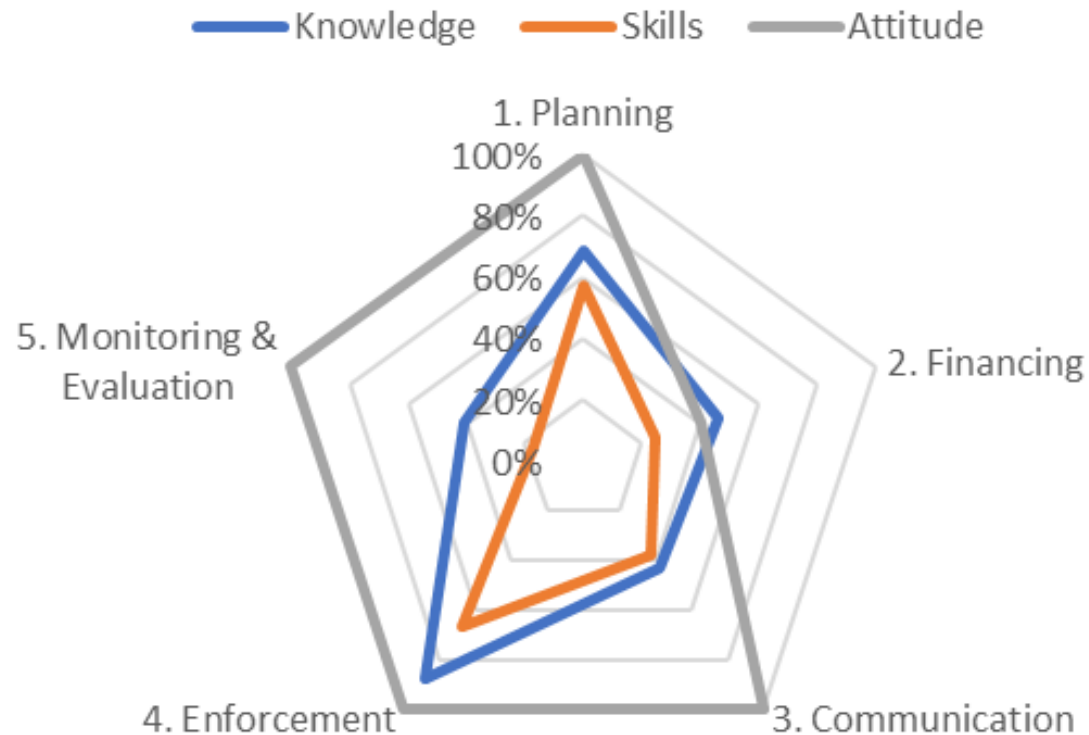
Competence Assessment of two PA Rangers

- Targets two separate individuals
- We expect that PA Rangers have high knowledge and skills in enforcement

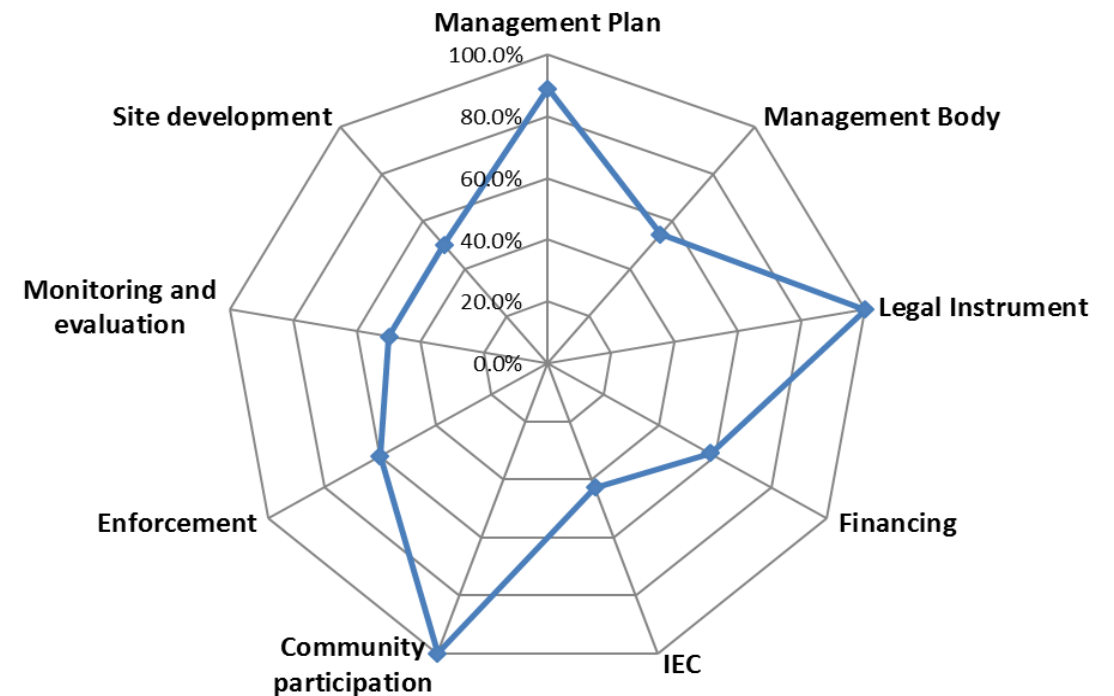


Scoring & Sample Output: Local MPA in Davao – Category B

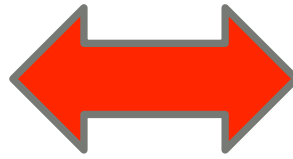
Competence Assessment Tool (Individual MPA Manager)



MPA Management Effectiveness Assessment Tool (Management Body)



Goal 1: Sustain healthy ecosystem goods and services



Goal 2: Ensure resilience of socio-ecological systems

Sustained MPA management

Conservation of coastal and marine habitats, and threatened species

Sustainable use of coastal and marine resources

Institutionalized functional network management systems

Enhanced ecosystem resilience

Building resilient communities

MPA 1

MPA 2

MPA 3

MPA 4

MPA 5

Individual MPAs contributing towards a common goal

MPA 1

MPA 2

MPA 3

MPA 4

MPA 5

Collective and long-term benefits from synergy in networking

THANK YOU. 😊



Strengthening Marine Protected Areas to Conserve
Marine Key Biodiversity Areas in the Philippines

