

“We Seek The Truth”

GAP ANALYSIS



PNP STRATEGIC FOCUS
CODE-P:2013 and Beyond

“SERBISYONG MAKATOTOHANAN”



Objectives

After this discussion, you should be able to:

- Describe the purpose of a gap analysis
- Ask the right questions in conducting a gap analysis
- Identify performance „gaps“
- Close the „gaps“





Overview

- Definition
- Purpose of a gap analysis
- Steps in a gap analysis





Definition

A gap analysis is a process used to assess your current/present state to that of your desired future state.

an internal evaluation to identify performance deficiencies; and

targeted towards fine tuning one process.





Purpose of a Gap Analysis

- Identify gaps between your current delivery of police services and the desired standard (PNP P.A.T.R.O.L. PLAN – highly capable, effective and credible police service)
- Collect policies, procedures, programs, metrics, and personnel that support the current systems
- Establish a list of actions to achieve conformance with the standard (PNP P.A.T.R.O.L. PLAN)





Conducting a Gap Analysis

- Analysts must be familiar with current/present organizational structure, management systems, processes and procedures in the delivery of police services
- complete data collection
- Prepare a summary report with recommendations to close the identified gaps





Methodologies

- Facility walk-through
- Document review
- Staff interviews
- Identify and document gaps





Facility Walk Through

- Identify Activities, Deliverables, and Services
 - Main reason for unit"s/office"s existence
 - Support activities
- Develop Comprehensive Picture of Unit/Office
 - Maps
 - Pictures
 - Lists of buildings and organizations





Document Review

- Policy Review/ LOI Reviews
- Other policy statements
- Mission statements
- SOPs
- Position and Job descriptions
- Existing Plans
- Training materials





Staff Interviews

- Identify organizational structure
- Identify requirements to fulfill mission
- Determine awareness of staff of PNP PATROL PLAN
- Awareness of existing/current programs and goals





Identify and Document Gaps

- Compare your present plans with that of the PNP P.A.T.R.O.L. PLAN requirements
- Make a list of specific actions to close gaps





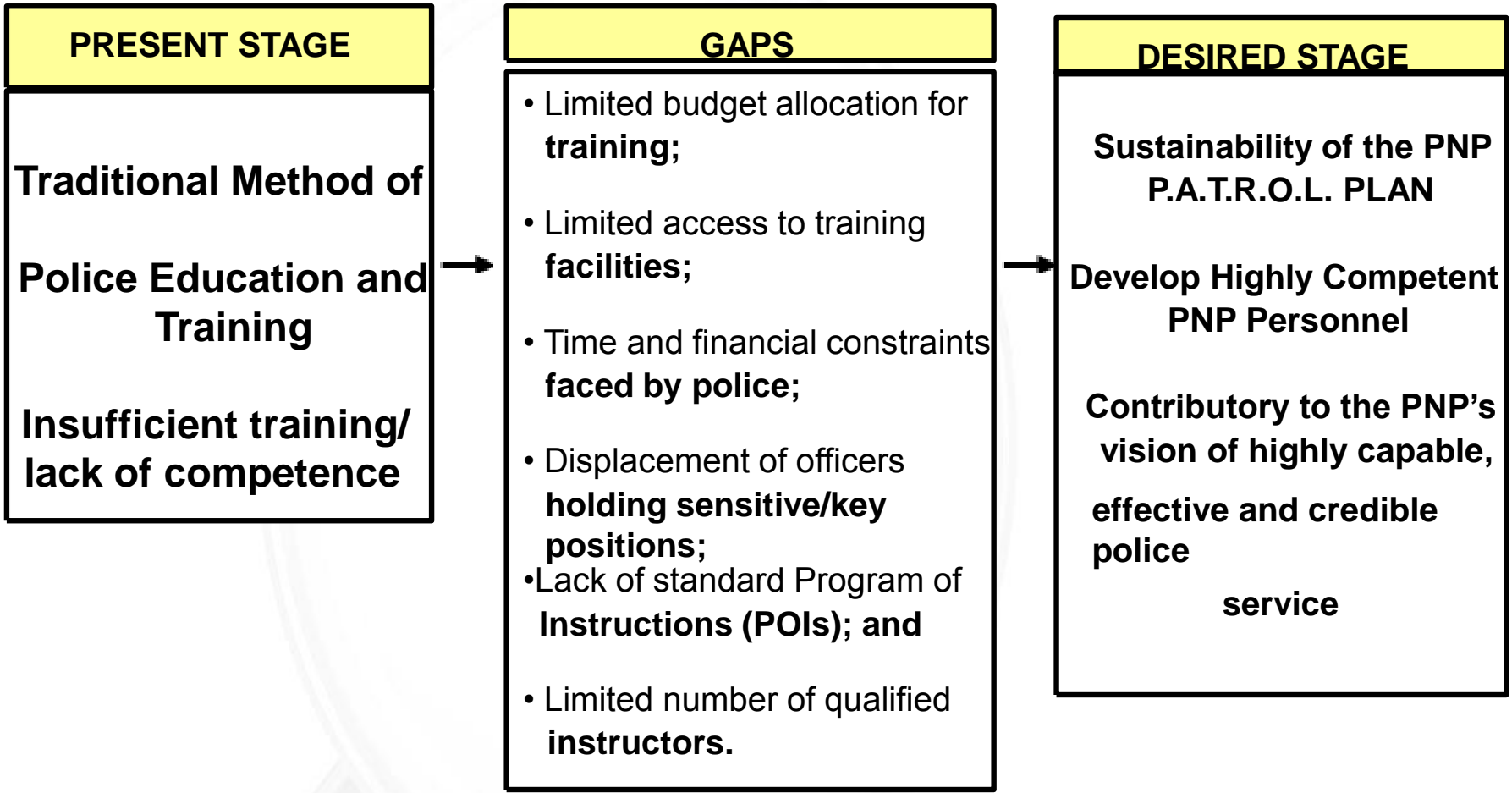
Application

- Gap analysis is a good way to “jump start” the operationalization/implementation of PNP P.A.T.R.O.L. PLAN
- Gap analysis helps create a list of actions for the BCPO team





GAP ANALYSIS FRAMEWORK





GAP ANALYSIS FRAMEWORK

PRESENT STAGE

Traditional Method of Police Education and Training

Insufficient training/ lack of competence

GAPS

- Limited budget allocation;
- Limited access to training facilities;
- Time and financial constraints;
- Displacement of officers;
- Lack of standard Program of Instructions (POIs);
- and
- Limited number of qualified instructors.

DESIRED STAGE

Sustainability of the PNP
 P.A.T.R.O.L. PLAN
 Develop Highly Competent PNP Personnel
 Contributory to the PNP's vision of highly capable, effective and credible police service

(STRATEGY)
 CLOSING THE GAP BY ADOPTING
 "ONLINE TRAINING"

INITIATIVES (PPAs)

- Training Needs Analysis (TNA)
- Inventory of Training Courses
- Training Competencies Review
- Institutional Mechanism including Policy Formulation Implementation Plan /Timeframe



