

| Instituto de Administración Pública (INAP)                               |            |      |                      |                 |                  |      |                        |        |          |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            |          |    |
|--|------------|------|----------------------|-----------------|------------------|------|------------------------|--------|----------|----------|-----------------------|-----------|-------|---------|----------------|-------------|---------|-------------------|--------------------|--------------------|----------|------------|----------|----|
| PLANTILLA III  |            |      |                      |                 |                  |      |                        |        |          |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            |          |    |
| Procesamiento de datos procedentes del formulario FNC2 y la Plantilla II |            |      |                      |                 |                  |      |                        |        |          |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            |          |    |
| Región:  |            |      |                      |                 |                  |      |                        |        |          |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            |          |    |
| 10 Areas de conocimientos priorizadas                                    | Boca Chica | Bani | San Pedro de Macoris | Sabanade la Mar | San José de Ocoa | Moca | San Juan de la Maguana | Jimaní | Castillo | Santiago | San José de las Matas | Navarrete | Neyba | La Vega | Villa Gonzalez | Villa Tapia | Salcedo | Distrito Nacional | Sabana Grande Boya | Santo Domingo Este | Tamboril | Hato Mayor | Cantidad | %  |
| Gestión del aseo urbano  |            | 69   |                      | 13              |                  |      |                        |        | 33       |          | 14                    | 8         |       |         |                | 9           |         |                   | 4                  | 85                 |          | 46         | 281      | 5% |
| Patrimonio histórico y cultural del municipio.                           |            |      |                      |                 | 21               |      |                        | 5      |          |          |                       |           | 14    |         |                | 15          |         |                   | 4                  |                    |          |            | 59       | 1% |
| Seguridad Ciudadana  | 13         | 74   | 19                   |                 | 25               | 34   | 19                     |        | 70       |          | 16                    |           | 17    | 10      |                |             |         |                   | 6                  | 110                | 18       | 28         | 459      | 8% |
| Movilidad, Tránsito y Transporte   |            |      | 19                   | 10              |                  | 30   |                        | 5      |          |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            | 64       | 1% |
| Protección del Medio Ambiental   | 19         | 76   |                      |                 | 12               | 30   | 27                     | 6      | 77       |          | 16                    | 10        | 28    | 11      | 15             | 15          | 7       |                   | 5                  | 90                 | 19       | 47         | 510      | 9% |
| Protección de Espacios Públicos  |            | 53   |                      |                 |                  |      | 17                     |        | 44       |          |                       |           | 14    | 12      | 14             |             | 4       |                   |                    |                    |          | 32         | 190      | 3% |
| Movilidad, Tránsito y Transporte   |            |      |                      |                 |                  |      |                        |        | 21       |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            | 21       | 0% |
| Cambio Climático   |            | 37   |                      |                 |                  |      |                        |        | 40       |          |                       |           |       |         |                |             |         |                   |                    |                    |          | 17         | 94       | 2% |
| Gestión de Riesgos de Desastres  |            |      |                      |                 |                  | 19   |                        |        | 40       |          | 15                    | 18        | 17    |         | 18             |             |         |                   |                    | 70                 | 14       | 39         | 250      | 4% |
| Administración de mercado  |            |      |                      | 8               |                  |      |                        | 7      | 20       |          |                       |           |       |         |                |             |         |                   | 8                  |                    |          | 23         | 66       | 1% |
| Servicio de Libre Acceso a Información                                   | 8          |      |                      |                 |                  |      |                        | 3      |          |          |                       |           |       |         |                |             |         |                   |                    |                    | 8        |            | 19       | 0% |
| Contrataciones de Obras y Servicios                                      |            |      |                      |                 |                  | 49   |                        |        |          | 130      | 7                     |           |       |         |                |             |         |                   | 5                  |                    |          |            | 191      | 3% |
| Gestión de Impuestos Municipales   | 7          |      |                      |                 |                  |      |                        |        |          | 90       |                       |           |       |         |                |             |         |                   |                    |                    |          |            | 97       | 2% |
| Conservaduría e Hipotecas  |            |      |                      | 9               |                  |      |                        | 6      |          |          |                       |           |       |         |                |             | 6       |                   |                    |                    |          |            | 21       | 0% |
| Registros de Contribuyentes Municipales                                  |            |      |                      |                 | 19               |      |                        |        |          |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            | 19       | 0% |
| Clasificadores Presupuestarios   |            |      |                      |                 |                  |      |                        |        |          |          |                       |           |       |         | 7              |             |         |                   | 4                  |                    |          |            | 11       | 0% |
| Auditoría Municipal  |            |      |                      |                 |                  |      |                        | 4      |          |          |                       |           | 10    |         |                |             |         |                   |                    |                    |          |            | 14       | 0% |
| Formulación del Presupuesto Municipal                                    |            |      |                      |                 |                  |      |                        |        |          |          |                       |           |       | 8       | 6              |             |         |                   | 5                  |                    | 10       |            | 29       | 1% |
| Contabilidad Gubernamental   |            |      |                      |                 |                  |      |                        | 5      |          |          |                       |           |       |         |                |             |         | 85                |                    |                    |          |            | 90       | 2% |
| Ley de Función Pública y Carrera Municipal                               | 10         |      | 27                   |                 |                  |      |                        |        |          | 100      |                       |           |       | 10      | 17             |             | 8       | 69                |                    | 50                 |          | 25         | 316      | 6% |
| Ética en la Administración Pública Local                                 |            |      |                      | 10              |                  |      |                        |        |          | 110      |                       | 10        | 13    |         | 6              |             |         | 78                | 4                  |                    | 6        |            | 237      | 4% |
| Atención enfocada al ciudadano (cliente)                                 | 10         | 24   | 24                   | 31              | 20               | 35   | 12                     |        |          | 80       |                       | 13        |       |         |                | 13          |         | 88                |                    | 115                | 10       |            | 475      | 8% |
| Planificación y evaluación de desempeño de recursos humanos              |            |      | 21                   |                 |                  | 22   |                        |        |          |          |                       |           | 8     |         |                | 8           |         |                   |                    |                    |          |            | 59       | 1% |
| Inteligencia Emocional   |            | 23   |                      | 8               | 13               |      |                        |        |          | 80       |                       |           |       |         |                |             |         | 76                |                    |                    |          | 29         | 229      | 4% |
| Gestión y Resolución de Conflictos                                       |            |      |                      |                 | 12               |      | 10                     |        |          |          |                       | 13        |       |         |                |             |         |                   |                    |                    |          |            | 35       | 1% |
| Gestión de Recursos Humanos  |            |      |                      |                 |                  |      |                        |        |          | 90       |                       |           |       |         |                |             |         |                   |                    |                    |          |            | 90       | 2% |
|  |            |      |                      |                 |                  |      |                        |        |          |          |                       |           |       |         |                |             |         |                   |                    |                    |          |            |          |    |
| Ofimática (Word, Excel, Power Point, etc)                                | 12         | 45   |                      | 13              |                  | 26   | 13                     |        |          | 90       | 8                     | 11        |       | 10      | 17             | 9           | 6       | 136               | 5                  | 135                |          |            | 536      | 9% |
| Gestión de Areas Verdes, Parques y Jardines                              |            |      |                      |                 |                  |      |                        |        | 19       |          | 10                    | 10        | 12    |         |                | 9           |         |                   |                    |                    |          |            | 60       | 1% |
| Planificación Urbana y Ordenamiento Territorial                          | 10         | 22   | 29                   |                 |                  |      | 17                     |        |          |          |                       |           |       | 9       |                | 6           | 8       | 82                |                    | 80                 | 6        |            | 269      | 5% |

|  |    |     |     |     |     |     |     |    |     |     |     |     |     |     |     |     |    |     |    |     |     |     |      |      |    |
|--|----|-----|-----|-----|-----|-----|-----|----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|----|-----|-----|-----|------|------|----|
| Estrategia Nacional de Desarrollo                                  |    |     |     |     | 13  |     |     |    |     |     |     |     |     |     |     |     |    |     |    |     |     |     | 13   | 0%   |    |
| Gestión de Calidad en Servicios Públicos                           |    |     |     |     | 17  |     | 11  |    |     |     | 7   | 22  | 12  | 18  | 9   | 8   |    | 87  |    | 102 | 7   |     | 300  | 5%   |    |
| Equidad de Género  |    |     |     |     | 20  |     |     |    |     |     |     |     |     |     |     |     |    |     |    |     |     |     | 20   | 0%   |    |
| Presupuesto Participativo  |    |     | 20  |     |     | 22  |     |    | 15  |     |     |     |     | 9   | 10  |     | 5  |     |    |     |     |     | 81   | 1%   |    |
| Formulacion y Evaluacion de Proyectos                              |    |     | 27  |     |     |     |     | 4  |     |     |     |     |     |     |     |     | 5  | 113 |    |     | 7   |     | 156  | 3%   |    |
| Planificación Estratégica  | 7  |     |     |     |     |     | 11  | 3  |     | 150 | 8   | 8   |     | 18  |     | 8   |    | 93  |    | 60  |     |     | 366  | 6%   |    |
| TOTAL  | 96 | 423 | 186 | 102 | 172 | 267 | 137 | 48 | 379 | 920 | 101 | 123 | 145 | 115 | 119 | 100 | 49 | 907 | 50 | 897 | 105 | 286 | 5727 | 100% |    |
| 5 habilidades priorizadas  |    |     |     |     |     |     |     |    |     |     |     |     |     |     |     |     |    |     |    |     |     |     |      |      |    |
| 1.Redacción de Informes Técnicos                                   | 12 | 41  |     | 6   | 25  | 36  | 20  | 11 | 35  |     | 19  | 10  | 17  | 12  | 14  | 9   | 11 | 216 | 5  | 250 |     |     | 749  | 18%  |    |
| 2.Capacidad de Negociación   |    |     |     |     | 14  |     |     | 6  | 37  | 110 | 19  |     | 13  |     |     |     |    |     | 10 |     | 15  |     | 224  | 5%   |    |
| 3.Comunicación Efectiva  |    | 44  | 42  |     | 31  | 40  |     | 5  |     | 80  | 17  | 22  | 20  | 20  | 22  | 13  | 6  | 137 |    | 70  | 12  | 45  | 626  | 15%  |    |
| 4.Trabajo en equipo  | 10 | 133 | 53  | 34  | 44  | 74  | 30  | 11 | 38  | 150 | 29  | 41  | 46  | 33  | 34  | 17  | 16 | 163 |    | 120 | 26  | 57  | 1159 | 27%  |    |
| 5.Relaciones Interpersonales                                       |    | 76  | 34  | 26  |     |     |     | 16 |     | 33  |     |     |     |     |     |     | 10 | 1   |    | 5   | 55  |     | 34   | 290  | 7% |
| 6.Gestión del Tiempo   |    |     |     |     |     |     |     |    |     |     | 4   |     |     |     |     |     |    |     |    |     |     | 26  | 30   | 1%   |    |
| 7.Cortesía Telefónica  | 26 |     |     |     |     |     |     | 28 |     | 33  |     |     |     |     |     | 15  |    |     |    | 20  |     |     | 122  | 3%   |    |
| 8. Capacidad de Síntesis   | 17 |     |     |     |     |     |     |    |     |     |     |     |     |     |     |     |    |     |    |     |     | 9   | 24   | 50   | 1% |
| 9.Innovación y Creatividad   |    | 35  | 37  | 11  |     | 26  |     |    |     | 90  |     | 12  |     | 16  |     | 12  |    | 137 |    |     |     |     | 376  | 9%   |    |
| 10.Liderazgo y Supervisión   | 14 |     | 44  |     | 21  | 34  | 13  | 6  |     | 110 |     | 11  | 12  | 13  | 21  |     | 15 | 136 | 10 | 130 | 13  |     | 603  | 14%  |    |
| TOTAL  | 79 | 329 | 210 | 77  | 135 | 210 | 107 | 39 | 176 | 540 | 88  | 96  | 108 | 94  | 106 | 61  | 49 | 789 | 50 | 625 | 75  | 186 | 4229 | 100% |    |
| 2 Tipos de actividad más conveniente para recibir la capacitación? |    |     |     |     |     |     |     |    |     |     |     |     |     |     |     |     |    |     |    |     |     |     |      |      |    |
| 1.Cursos Cortos de 1 semana de duración                            |    | 107 |     |     |     |     |     |    | 42  |     | 15  | 19  |     | 17  | 21  | 10  |    | 133 |    | 150 | 17  | 69  | 600  | 29%  |    |
| 2. Cursos Largos de más de 1 semana de duración                    | 16 |     |     |     |     |     |     |    | 33  |     |     |     |     |     |     |     | 6  |     |    |     | 14  | 26  | 95   | 5%   |    |
| 3. Cursos-Talleres de 1-2 días de duración                         |    | 60  |     | 28  | 55  | 61  | 24  | 8  |     | 50  | 25  | 14  | 21  |     | 32  | 22  |    |     | 13 |     |     |     | 413  | 20%  |    |
| 4. Diplomado de varias semanas de duración                         | 20 | 52  | 60  |     | 24  | 71  | 26  | 12 |     | 130 |     |     | 25  | 27  |     |     | 14 | 256 | 12 | 200 |     |     | 929  | 46%  |    |

|   |    |     |    |    |    |     |    |    |     |     |    |    |    |    |    |    |    |     |    |     |    |     |      |      |
|---|----|-----|----|----|----|-----|----|----|-----|-----|----|----|----|----|----|----|----|-----|----|-----|----|-----|------|------|
| TOTAL   | 36 | 219 | 60 | 28 | 79 | 132 | 50 | 20 | 75  | 180 | 40 | 33 | 46 | 44 | 53 | 32 | 20 | 389 | 25 | 350 | 31 | 95  | 2037 | 100% |
| Metodología más adecuada para usted recibir capacitación? |    |     |    |    |    |     |    |    |     |     |    |    |    |    |    |    |    |     |    |     |    |     |      |      |
| 1.Cuando se combinan teorías y prácticas                  | 49 | 170 | 70 | 35 | 70 | 120 | 65 | 11 | 65  | 120 | 53 | 39 | 46 | 39 | 35 | 30 | 21 | 393 | 22 | 350 | 40 | 78  | 1921 | 96%  |
| 2. Cuando se usa la metodología aprender haciendo         |    |     |    |    |    |     |    | 14 | 39  |     |    |    |    |    |    |    |    |     |    |     |    | 26  | 79   | 4%   |
| TOTAL   | 49 | 170 | 70 | 35 | 70 | 120 | 65 | 25 | 104 | 120 | 53 | 39 | 46 | 39 | 35 | 30 | 21 | 393 | 22 | 350 | 40 | 104 | 2000 | 100% |

| Los 2 horarios que más prefieren para el desarrollo de las jornadas de capacitación |    |     |     |    |    |     |    |    |     |     |    |    |    |    |    |    |    |     |    |     |    |     |      |      |  |
|---|----|-----|-----|----|----|-----|----|----|-----|-----|----|----|----|----|----|----|----|-----|----|-----|----|-----|------|------|--|
| 1.En horas de la mañana de días laborables  | 19 | 90  | 80  | 30 | 63 | 72  | 49 | 14 | 58  | 85  | 38 | 15 | 48 | 29 | 38 | 29 | 8  | 248 | 10 | 280 | 38 | 69  | 1410 | 78%  |  |
| 2.En horas de la tarde de días laborables   |    |     |     |    |    |     |    |    | 27  | 55  |    |    |    |    |    |    | 12 | 172 | 12 | 125 |    |     | 403  | 22%  |  |
| 5. En horas de la tarde los fines de semana   | 21 | 40  |     | 10 | 12 |     | 11 |    |     |     |    | 14 |    |    |    |    |    |     |    |     |    | 26  | 134  | 7%   |  |
| TOTAL   | 40 | 130 | 80  | 40 | 75 | 72  | 60 | 14 | 85  | 140 | 38 | 29 | 48 | 29 | 38 | 29 | 20 | 420 | 22 | 405 |    |     | 1814 | 100% |  |
| Género  |    |     |     |    |    |     |    |    |     |     |    |    |    |    |    |    |    |     |    |     |    |     |      |      |  |
| 1. Masculino  | 30 | 102 | 70  | 35 | 46 | 81  | 46 | 19 | 93  | 80  | 33 | 33 | 48 | 25 | 51 | 30 | 10 | 251 | 13 |     | 37 | 66  | 1199 | 52%  |  |
| 2. Femenino   | 29 | 112 | 86  | 15 | 49 | 71  | 34 | 10 | 38  | 110 | 24 | 20 | 17 | 38 | 26 | 14 | 16 | 333 | 17 |     | 16 | 47  | 1122 | 48%  |  |
| TOTAL   | 59 | 214 | 156 | 50 | 95 | 152 | 80 | 29 | 131 | 190 | 57 | 53 | 65 | 63 | 77 | 44 | 26 | 584 | 30 |     | 53 | 113 | 2321 | 108% |  |