

**CAREER DEVELOPMENT PROGRAM**  
**For Policy Service & Conservation Department**

**Guidelines**

- 1. Evaluate Employee Performance**
- 2. Ability or potential to handle higher position.**
- 3. Work Experience**
- 4. Educational Attainment**
- 5. Develop Employee with Potential:**
  - A. LOMA Exams**
  - B. Technical Skills**
  - C. Coaching**
  - D. Cross-Training**
  - E. Leadership Skills**