



Republika ng Pilipinas
Kagawaran ng Edukasyon
REHIYON V (BIKOL)

TANGGAPANG PANSANGAY NG MGA PAARALAN NG LUNGSOD IRIGA

August 19, 2026

MEMORANDUM

TO: Asst. Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
OIC, Public Schools District Supervisors
Public Elementary and Secondary School Heads
Section/Unit Heads
Teachers and Non-Teaching Personnel
All Others Concerned

FROM: MARIA-MAGNOLIA F. BRIOSO
OIC-Schools Division Superintendent *MB*

SUBJECT: Online Learning Needs Analysis (LNA) Survey through Integrated Competency Assessment System (ICAS)

1. Pursuant to the official communication from the Civil Service Commission Regional Office V, anchored on CSC Resolution No. 2600005 (*Guidelines for the Implementation of Competency-Based Human Resource Management System (CBHRMS) across agencies*), this Office directs all teaching and non-teaching personnel to participate in the Online Learning Needs Analysis (LNA) survey through the Integrated Competency Assessment System (ICAS).
2. ICAS introduces the following key improvements over the previous version:
 - Supervisor Review and Endorsement - Employee self-assessments now pass through immediate supervisors for validation, recommendation, and approval prior to submission, ensuring that identified needs are grounded in actual performance requirements.
 - Aggregated Reporting - Individual results are consolidated into division, office, and agency-wide summaries to better inform training priorities and resource allocation.
 - Customizable Competency Items - Core competencies remain standardized, while functional/technical competencies may be tailored to your agency's specific mandate and
3. The ICAS form and accomplishment guide are attached/accessible through the link below:

https://zamitsolutions.net/compsysV2/agency/hr_portal.php?token=0a023aced8cf840d64c925b3aa0af6954c8df6fb7ab644c2f75abcf2161f54da
4. All responses and accomplishments must be submitted on or before August 21, 2026.
5. For further details and other concerns, please coordinate with the Personnel Section.
6. For information, guidance and compliance.



CSC REGIONAL OFFICE V

MARIA - MAGNOLIA F. BRIOSO
OIC - Schools Division Superintendent
SDO IRIGA CITY

Dear SDS BRIOSO :

Warmest greetings from the Civil Service Commission (CSC)!

The Civil Service Commission Regional Office V is once again conducting an online Learning Needs Analysis (LNA) survey, this time through the Integrated Competency Assessment System (ICAS), to determine the learning needs of the government workforce of Region V. Anchored in CSC Resolution No. 2600005, which sets out the guidelines for the implementation of Competency-Based Human Resource Management System (CBHRMS) across agencies, ICAS aims to ensure that the assessed competency gaps are validated and reflective of agencies' actual development need. As such, we are humbly requesting for the participation of your agency/office in the said endeavor.

The ICAS survey will also benefit your agency/office in developing your Learning and Development (L&D) plan for the succeeding years. The ICAS survey generates an Individual Development Plan (IDP) in a printable format, which may serve as a basis for the Human Resource Management Officer (HRMO) to determine the competency gaps of your employees. This will provide insight into which training programs your agency/office may prioritize and whom to send to close the gaps and prepare them for higher-level positions.

To access the survey, a unique assessment link will be provided to your agency email address through your HR focal person. For clarifications and request for assistance, you may email us at csc.trd@gmail.com.

We would appreciate your participation in this survey no later than **21 August 2026**.

Very truly yours,


ROSALINNI V. MONEDA
Acting Director IV

