



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA  
 TABLA DE PONDERACIÓN PARA EL FACTOR DE  
 FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 70.00        | 11.88  | 70.40        | 12.25  | 70.80        | 12.63  | 71.20        | 13.00  | 71.60        | 13.38  | 72.00        | 13.75  | 72.40        | 14.13  |
| 70.01        | 11.89  | 70.41        | 12.26  | 70.81        | 12.64  | 71.21        | 13.01  | 71.61        | 13.39  | 72.01        | 13.76  | 72.41        | 14.14  |
| 70.02        | 11.90  | 70.42        | 12.27  | 70.82        | 12.65  | 71.22        | 13.02  | 71.62        | 13.40  | 72.02        | 13.77  | 72.42        | 14.15  |
| 70.03        | 11.91  | 70.43        | 12.28  | 70.83        | 12.66  | 71.23        | 13.03  | 71.63        | 13.41  | 72.03        | 13.78  | 72.43        | 14.16  |
| 70.04        | 11.92  | 70.44        | 12.29  | 70.84        | 12.67  | 71.24        | 13.04  | 71.64        | 13.42  | 72.04        | 13.79  | 72.44        | 14.17  |
| 70.05        | 11.93  | 70.45        | 12.30  | 70.85        | 12.68  | 71.25        | 13.05  | 71.65        | 13.43  | 72.05        | 13.80  | 72.45        | 14.18  |
| 70.06        | 11.94  | 70.46        | 12.31  | 70.86        | 12.69  | 71.26        | 13.06  | 71.66        | 13.44  | 72.06        | 13.81  | 72.46        | 14.19  |
| 70.07        | 11.95  | 70.47        | 12.32  | 70.87        | 12.70  | 71.27        | 13.07  | 71.67        | 13.45  | 72.07        | 13.82  | 72.47        | 14.20  |
| 70.08        | 11.95  | 70.48        | 12.33  | 70.88        | 12.70  | 71.28        | 13.08  | 71.68        | 13.45  | 72.08        | 13.83  | 72.48        | 14.20  |
| 70.09        | 11.96  | 70.49        | 12.34  | 70.89        | 12.71  | 71.29        | 13.09  | 71.69        | 13.46  | 72.09        | 13.84  | 72.49        | 14.21  |
| 70.10        | 11.97  | 70.50        | 12.35  | 70.90        | 12.72  | 71.30        | 13.10  | 71.70        | 13.47  | 72.10        | 13.85  | 72.50        | 14.22  |
| 70.11        | 11.98  | 70.51        | 12.36  | 70.91        | 12.73  | 71.31        | 13.11  | 71.71        | 13.48  | 72.11        | 13.86  | 72.51        | 14.23  |
| 70.12        | 11.99  | 70.52        | 12.37  | 70.92        | 12.74  | 71.32        | 13.12  | 71.72        | 13.49  | 72.12        | 13.87  | 72.52        | 14.24  |
| 70.13        | 12.00  | 70.53        | 12.38  | 70.93        | 12.75  | 71.33        | 13.13  | 71.73        | 13.50  | 72.13        | 13.88  | 72.53        | 14.25  |
| 70.14        | 12.01  | 70.54        | 12.39  | 70.94        | 12.76  | 71.34        | 13.14  | 71.74        | 13.51  | 72.14        | 13.89  | 72.54        | 14.26  |
| 70.15        | 12.02  | 70.55        | 12.40  | 70.95        | 12.77  | 71.35        | 13.15  | 71.75        | 13.52  | 72.15        | 13.90  | 72.55        | 14.27  |
| 70.16        | 12.03  | 70.56        | 12.40  | 70.96        | 12.78  | 71.36        | 13.15  | 71.76        | 13.53  | 72.16        | 13.90  | 72.56        | 14.28  |
| 70.17        | 12.04  | 70.57        | 12.41  | 70.97        | 12.79  | 71.37        | 13.16  | 71.77        | 13.54  | 72.17        | 13.91  | 72.57        | 14.29  |
| 70.18        | 12.05  | 70.58        | 12.42  | 70.98        | 12.80  | 71.38        | 13.17  | 71.78        | 13.55  | 72.18        | 13.92  | 72.58        | 14.30  |
| 70.19        | 12.06  | 70.59        | 12.43  | 70.99        | 12.81  | 71.39        | 13.18  | 71.79        | 13.56  | 72.19        | 13.93  | 72.59        | 14.31  |
| 70.20        | 12.07  | 70.60        | 12.44  | 71.00        | 12.82  | 71.40        | 13.19  | 71.80        | 13.57  | 72.20        | 13.94  | 72.60        | 14.32  |
| 70.21        | 12.08  | 70.61        | 12.45  | 71.01        | 12.83  | 71.41        | 13.20  | 71.81        | 13.58  | 72.21        | 13.95  | 72.61        | 14.33  |
| 70.22        | 12.09  | 70.62        | 12.46  | 71.02        | 12.84  | 71.42        | 13.21  | 71.82        | 13.59  | 72.22        | 13.96  | 72.62        | 14.34  |
| 70.23        | 12.10  | 70.63        | 12.47  | 71.03        | 12.85  | 71.43        | 13.22  | 71.83        | 13.60  | 72.23        | 13.97  | 72.63        | 14.35  |
| 70.24        | 12.10  | 70.64        | 12.48  | 71.04        | 12.85  | 71.44        | 13.23  | 71.84        | 13.60  | 72.24        | 13.98  | 72.64        | 14.35  |
| 70.25        | 12.11  | 70.65        | 12.49  | 71.05        | 12.86  | 71.45        | 13.24  | 71.85        | 13.61  | 72.25        | 13.99  | 72.65        | 14.36  |
| 70.26        | 12.12  | 70.66        | 12.50  | 71.06        | 12.87  | 71.46        | 13.25  | 71.86        | 13.62  | 72.26        | 14.00  | 72.66        | 14.37  |
| 70.27        | 12.13  | 70.67        | 12.51  | 71.07        | 12.88  | 71.47        | 13.26  | 71.87        | 13.63  | 72.27        | 14.01  | 72.67        | 14.38  |
| 70.28        | 12.14  | 70.68        | 12.52  | 71.08        | 12.89  | 71.48        | 13.27  | 71.88        | 13.64  | 72.28        | 14.02  | 72.68        | 14.39  |
| 70.29        | 12.15  | 70.69        | 12.53  | 71.09        | 12.90  | 71.49        | 13.28  | 71.89        | 13.65  | 72.29        | 14.03  | 72.69        | 14.40  |
| 70.30        | 12.16  | 70.70        | 12.54  | 71.10        | 12.91  | 71.50        | 13.29  | 71.90        | 13.66  | 72.30        | 14.04  | 72.70        | 14.41  |
| 70.31        | 12.17  | 70.71        | 12.55  | 71.11        | 12.92  | 71.51        | 13.30  | 71.91        | 13.67  | 72.31        | 14.05  | 72.71        | 14.42  |
| 70.32        | 12.18  | 70.72        | 12.55  | 71.12        | 12.93  | 71.52        | 13.30  | 71.92        | 13.68  | 72.32        | 14.05  | 72.72        | 14.43  |
| 70.33        | 12.19  | 70.73        | 12.56  | 71.13        | 12.94  | 71.53        | 13.31  | 71.93        | 13.69  | 72.33        | 14.06  | 72.73        | 14.44  |
| 70.34        | 12.20  | 70.74        | 12.57  | 71.14        | 12.95  | 71.54        | 13.32  | 71.94        | 13.70  | 72.34        | 14.07  | 72.74        | 14.45  |
| 70.35        | 12.21  | 70.75        | 12.58  | 71.15        | 12.96  | 71.55        | 13.33  | 71.95        | 13.71  | 72.35        | 14.08  | 72.75        | 14.46  |
| 70.36        | 12.22  | 70.76        | 12.59  | 71.16        | 12.97  | 71.56        | 13.34  | 71.96        | 13.72  | 72.36        | 14.09  | 72.76        | 14.47  |
| 70.37        | 12.23  | 70.77        | 12.60  | 71.17        | 12.98  | 71.57        | 13.35  | 71.97        | 13.73  | 72.37        | 14.10  | 72.77        | 14.48  |
| 70.38        | 12.24  | 70.78        | 12.61  | 71.18        | 12.99  | 71.58        | 13.36  | 71.98        | 13.74  | 72.38        | 14.11  | 72.78        | 14.49  |
| 70.39        | 12.25  | 70.79        | 12.62  | 71.19        | 13.00  | 71.59        | 13.37  | 71.99        | 13.75  | 72.39        | 14.12  | 72.79        | 14.50  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA**  
**TABLA DE PONDERACIÓN PARA EL FACTOR DE**  
**FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 72.80        | 14.50  | 73.20        | 14.88  | 73.60        | 15.25  | 74.00        | 15.63  | 74.40        | 16.00  | 74.80        | 16.38  | 75.20        | 16.75  |
| 72.81        | 14.51  | 73.21        | 14.89  | 73.61        | 15.26  | 74.01        | 15.64  | 74.41        | 16.01  | 74.81        | 16.39  | 75.21        | 16.76  |
| 72.82        | 14.52  | 73.22        | 14.90  | 73.62        | 15.27  | 74.02        | 15.65  | 74.42        | 16.02  | 74.82        | 16.40  | 75.22        | 16.77  |
| 72.83        | 14.53  | 73.23        | 14.91  | 73.63        | 15.28  | 74.03        | 15.66  | 74.43        | 16.03  | 74.83        | 16.41  | 75.23        | 16.78  |
| 72.84        | 14.54  | 73.24        | 14.92  | 73.64        | 15.29  | 74.04        | 15.67  | 74.44        | 16.04  | 74.84        | 16.42  | 75.24        | 16.79  |
| 72.85        | 14.55  | 73.25        | 14.93  | 73.65        | 15.30  | 74.05        | 15.68  | 74.45        | 16.05  | 74.85        | 16.43  | 75.25        | 16.80  |
| 72.86        | 14.56  | 73.26        | 14.94  | 73.66        | 15.31  | 74.06        | 15.69  | 74.46        | 16.06  | 74.86        | 16.44  | 75.26        | 16.81  |
| 72.87        | 14.57  | 73.27        | 14.95  | 73.67        | 15.32  | 74.07        | 15.69  | 74.47        | 16.07  | 74.87        | 16.44  | 75.27        | 16.82  |
| 72.88        | 14.58  | 73.28        | 14.95  | 73.68        | 15.33  | 74.08        | 15.70  | 74.48        | 16.08  | 74.88        | 16.45  | 75.28        | 16.83  |
| 72.89        | 14.59  | 73.29        | 14.96  | 73.69        | 15.34  | 74.09        | 15.71  | 74.49        | 16.09  | 74.89        | 16.46  | 75.29        | 16.84  |
| 72.90        | 14.60  | 73.30        | 14.97  | 73.70        | 15.35  | 74.10        | 15.72  | 74.50        | 16.10  | 74.90        | 16.47  | 75.30        | 16.85  |
| 72.91        | 14.61  | 73.31        | 14.98  | 73.71        | 15.36  | 74.11        | 15.73  | 74.51        | 16.11  | 74.91        | 16.48  | 75.31        | 16.86  |
| 72.92        | 14.62  | 73.32        | 14.99  | 73.72        | 15.37  | 74.12        | 15.74  | 74.52        | 16.12  | 74.92        | 16.49  | 75.32        | 16.87  |
| 72.93        | 14.63  | 73.33        | 15.00  | 73.73        | 15.38  | 74.13        | 15.75  | 74.53        | 16.13  | 74.93        | 16.50  | 75.33        | 16.88  |
| 72.94        | 14.64  | 73.34        | 15.01  | 73.74        | 15.39  | 74.14        | 15.76  | 74.54        | 16.14  | 74.94        | 16.51  | 75.34        | 16.89  |
| 72.95        | 14.65  | 73.35        | 15.02  | 73.75        | 15.39  | 74.15        | 15.77  | 74.55        | 16.14  | 74.95        | 16.52  | 75.35        | 16.89  |
| 72.96        | 14.65  | 73.36        | 15.03  | 73.76        | 15.40  | 74.16        | 15.78  | 74.56        | 16.15  | 74.96        | 16.53  | 75.36        | 16.90  |
| 72.97        | 14.66  | 73.37        | 15.04  | 73.77        | 15.41  | 74.17        | 15.79  | 74.57        | 16.16  | 74.97        | 16.54  | 75.37        | 16.91  |
| 72.98        | 14.67  | 73.38        | 15.05  | 73.78        | 15.42  | 74.18        | 15.80  | 74.58        | 16.17  | 74.98        | 16.55  | 75.38        | 16.92  |
| 72.99        | 14.68  | 73.39        | 15.06  | 73.79        | 15.43  | 74.19        | 15.81  | 74.59        | 16.18  | 74.99        | 16.56  | 75.39        | 16.93  |
| 73.00        | 14.69  | 73.40        | 15.07  | 73.80        | 15.44  | 74.20        | 15.82  | 74.60        | 16.19  | 75.00        | 16.57  | 75.40        | 16.94  |
| 73.01        | 14.70  | 73.41        | 15.08  | 73.81        | 15.45  | 74.21        | 15.83  | 74.61        | 16.20  | 75.01        | 16.58  | 75.41        | 16.95  |
| 73.02        | 14.71  | 73.42        | 15.09  | 73.82        | 15.46  | 74.22        | 15.84  | 74.62        | 16.21  | 75.02        | 16.59  | 75.42        | 16.96  |
| 73.03        | 14.72  | 73.43        | 15.10  | 73.83        | 15.47  | 74.23        | 15.84  | 74.63        | 16.22  | 75.03        | 16.59  | 75.43        | 16.97  |
| 73.04        | 14.73  | 73.44        | 15.10  | 73.84        | 15.48  | 74.24        | 15.85  | 74.64        | 16.23  | 75.04        | 16.60  | 75.44        | 16.98  |
| 73.05        | 14.74  | 73.45        | 15.11  | 73.85        | 15.49  | 74.25        | 15.86  | 74.65        | 16.24  | 75.05        | 16.61  | 75.45        | 16.99  |
| 73.06        | 14.75  | 73.46        | 15.12  | 73.86        | 15.50  | 74.26        | 15.87  | 74.66        | 16.25  | 75.06        | 16.62  | 75.46        | 17.00  |
| 73.07        | 14.76  | 73.47        | 15.13  | 73.87        | 15.51  | 74.27        | 15.88  | 74.67        | 16.26  | 75.07        | 16.63  | 75.47        | 17.01  |
| 73.08        | 14.77  | 73.48        | 15.14  | 73.88        | 15.52  | 74.28        | 15.89  | 74.68        | 16.27  | 75.08        | 16.64  | 75.48        | 17.02  |
| 73.09        | 14.78  | 73.49        | 15.15  | 73.89        | 15.53  | 74.29        | 15.90  | 74.69        | 16.28  | 75.09        | 16.65  | 75.49        | 17.03  |
| 73.10        | 14.79  | 73.50        | 15.16  | 73.90        | 15.54  | 74.30        | 15.91  | 74.70        | 16.29  | 75.10        | 16.66  | 75.50        | 17.04  |
| 73.11        | 14.80  | 73.51        | 15.17  | 73.91        | 15.54  | 74.31        | 15.92  | 74.71        | 16.29  | 75.11        | 16.67  | 75.51        | 17.04  |
| 73.12        | 14.80  | 73.52        | 15.18  | 73.92        | 15.55  | 74.32        | 15.93  | 74.72        | 16.30  | 75.12        | 16.68  | 75.52        | 17.05  |
| 73.13        | 14.81  | 73.53        | 15.19  | 73.93        | 15.56  | 74.33        | 15.94  | 74.73        | 16.31  | 75.13        | 16.69  | 75.53        | 17.06  |
| 73.14        | 14.82  | 73.54        | 15.20  | 73.94        | 15.57  | 74.34        | 15.95  | 74.74        | 16.32  | 75.14        | 16.70  | 75.54        | 17.07  |
| 73.15        | 14.83  | 73.55        | 15.21  | 73.95        | 15.58  | 74.35        | 15.96  | 74.75        | 16.33  | 75.15        | 16.71  | 75.55        | 17.08  |
| 73.16        | 14.84  | 73.56        | 15.22  | 73.96        | 15.59  | 74.36        | 15.97  | 74.76        | 16.34  | 75.16        | 16.72  | 75.56        | 17.09  |
| 73.17        | 14.85  | 73.57        | 15.23  | 73.97        | 15.60  | 74.37        | 15.98  | 74.77        | 16.35  | 75.17        | 16.73  | 75.57        | 17.10  |
| 73.18        | 14.86  | 73.58        | 15.24  | 73.98        | 15.61  | 74.38        | 15.99  | 74.78        | 16.36  | 75.18        | 16.74  | 75.58        | 17.11  |
| 73.19        | 14.87  | 73.59        | 15.25  | 73.99        | 15.62  | 74.39        | 15.99  | 74.79        | 16.37  | 75.19        | 16.74  | 75.59        | 17.12  |



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| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 75.60        | 17.13  | 76.00        | 17.50  | 76.40        | 17.88  | 76.80        | 18.25  | 77.20        | 18.63  | 77.60        | 19.00  | 78.00        | 19.38  |
| 75.61        | 17.14  | 76.01        | 17.51  | 76.41        | 17.89  | 76.81        | 18.26  | 77.21        | 18.64  | 77.61        | 19.01  | 78.01        | 19.39  |
| 75.62        | 17.15  | 76.02        | 17.52  | 76.42        | 17.90  | 76.82        | 18.27  | 77.22        | 18.65  | 77.62        | 19.02  | 78.02        | 19.40  |
| 75.63        | 17.16  | 76.03        | 17.53  | 76.43        | 17.91  | 76.83        | 18.28  | 77.23        | 18.66  | 77.63        | 19.03  | 78.03        | 19.41  |
| 75.64        | 17.17  | 76.04        | 17.54  | 76.44        | 17.92  | 76.84        | 18.29  | 77.24        | 18.67  | 77.64        | 19.04  | 78.04        | 19.42  |
| 75.65        | 17.18  | 76.05        | 17.55  | 76.45        | 17.93  | 76.85        | 18.30  | 77.25        | 18.68  | 77.65        | 19.05  | 78.05        | 19.43  |
| 75.66        | 17.19  | 76.06        | 17.56  | 76.46        | 17.94  | 76.86        | 18.31  | 77.26        | 18.69  | 77.66        | 19.06  | 78.06        | 19.43  |
| 75.67        | 17.19  | 76.07        | 17.57  | 76.47        | 17.94  | 76.87        | 18.32  | 77.27        | 18.69  | 77.67        | 19.07  | 78.07        | 19.44  |
| 75.68        | 17.20  | 76.08        | 17.58  | 76.48        | 17.95  | 76.88        | 18.33  | 77.28        | 18.70  | 77.68        | 19.08  | 78.08        | 19.45  |
| 75.69        | 17.21  | 76.09        | 17.59  | 76.49        | 17.96  | 76.89        | 18.34  | 77.29        | 18.71  | 77.69        | 19.09  | 78.09        | 19.46  |
| 75.70        | 17.22  | 76.10        | 17.60  | 76.50        | 17.97  | 76.90        | 18.35  | 77.30        | 18.72  | 77.70        | 19.10  | 78.10        | 19.47  |
| 75.71        | 17.23  | 76.11        | 17.61  | 76.51        | 17.98  | 76.91        | 18.36  | 77.31        | 18.73  | 77.71        | 19.11  | 78.11        | 19.48  |
| 75.72        | 17.24  | 76.12        | 17.62  | 76.52        | 17.99  | 76.92        | 18.37  | 77.32        | 18.74  | 77.72        | 19.12  | 78.12        | 19.49  |
| 75.73        | 17.25  | 76.13        | 17.63  | 76.53        | 18.00  | 76.93        | 18.38  | 77.33        | 18.75  | 77.73        | 19.13  | 78.13        | 19.50  |
| 75.74        | 17.26  | 76.14        | 17.64  | 76.54        | 18.01  | 76.94        | 18.39  | 77.34        | 18.76  | 77.74        | 19.13  | 78.14        | 19.51  |
| 75.75        | 17.27  | 76.15        | 17.64  | 76.55        | 18.02  | 76.95        | 18.39  | 77.35        | 18.77  | 77.75        | 19.14  | 78.15        | 19.52  |
| 75.76        | 17.28  | 76.16        | 17.65  | 76.56        | 18.03  | 76.96        | 18.40  | 77.36        | 18.78  | 77.76        | 19.15  | 78.16        | 19.53  |
| 75.77        | 17.29  | 76.17        | 17.66  | 76.57        | 18.04  | 76.97        | 18.41  | 77.37        | 18.79  | 77.77        | 19.16  | 78.17        | 19.54  |
| 75.78        | 17.30  | 76.18        | 17.67  | 76.58        | 18.05  | 76.98        | 18.42  | 77.38        | 18.80  | 77.78        | 19.17  | 78.18        | 19.55  |
| 75.79        | 17.31  | 76.19        | 17.68  | 76.59        | 18.06  | 76.99        | 18.43  | 77.39        | 18.81  | 77.79        | 19.18  | 78.19        | 19.56  |
| 75.80        | 17.32  | 76.20        | 17.69  | 76.60        | 18.07  | 77.00        | 18.44  | 77.40        | 18.82  | 77.80        | 19.19  | 78.20        | 19.57  |
| 75.81        | 17.33  | 76.21        | 17.70  | 76.61        | 18.08  | 77.01        | 18.45  | 77.41        | 18.83  | 77.81        | 19.20  | 78.21        | 19.58  |
| 75.82        | 17.34  | 76.22        | 17.71  | 76.62        | 18.09  | 77.02        | 18.46  | 77.42        | 18.84  | 77.82        | 19.21  | 78.22        | 19.58  |
| 75.83        | 17.34  | 76.23        | 17.72  | 76.63        | 18.09  | 77.03        | 18.47  | 77.43        | 18.84  | 77.83        | 19.22  | 78.23        | 19.59  |
| 75.84        | 17.35  | 76.24        | 17.73  | 76.64        | 18.10  | 77.04        | 18.48  | 77.44        | 18.85  | 77.84        | 19.23  | 78.24        | 19.60  |
| 75.85        | 17.36  | 76.25        | 17.74  | 76.65        | 18.11  | 77.05        | 18.49  | 77.45        | 18.86  | 77.85        | 19.24  | 78.25        | 19.61  |
| 75.86        | 17.37  | 76.26        | 17.75  | 76.66        | 18.12  | 77.06        | 18.50  | 77.46        | 18.87  | 77.86        | 19.25  | 78.26        | 19.62  |
| 75.87        | 17.38  | 76.27        | 17.76  | 76.67        | 18.13  | 77.07        | 18.51  | 77.47        | 18.88  | 77.87        | 19.26  | 78.27        | 19.63  |
| 75.88        | 17.39  | 76.28        | 17.77  | 76.68        | 18.14  | 77.08        | 18.52  | 77.48        | 18.89  | 77.88        | 19.27  | 78.28        | 19.64  |
| 75.89        | 17.40  | 76.29        | 17.78  | 76.69        | 18.15  | 77.09        | 18.53  | 77.49        | 18.90  | 77.89        | 19.28  | 78.29        | 19.65  |
| 75.90        | 17.41  | 76.30        | 17.79  | 76.70        | 18.16  | 77.10        | 18.54  | 77.50        | 18.91  | 77.90        | 19.28  | 78.30        | 19.66  |
| 75.91        | 17.42  | 76.31        | 17.79  | 76.71        | 18.17  | 77.11        | 18.54  | 77.51        | 18.92  | 77.91        | 19.29  | 78.31        | 19.67  |
| 75.92        | 17.43  | 76.32        | 17.80  | 76.72        | 18.18  | 77.12        | 18.55  | 77.52        | 18.93  | 77.92        | 19.30  | 78.32        | 19.68  |
| 75.93        | 17.44  | 76.33        | 17.81  | 76.73        | 18.19  | 77.13        | 18.56  | 77.53        | 18.94  | 77.93        | 19.31  | 78.33        | 19.69  |
| 75.94        | 17.45  | 76.34        | 17.82  | 76.74        | 18.20  | 77.14        | 18.57  | 77.54        | 18.95  | 77.94        | 19.32  | 78.34        | 19.70  |
| 75.95        | 17.46  | 76.35        | 17.83  | 76.75        | 18.21  | 77.15        | 18.58  | 77.55        | 18.96  | 77.95        | 19.33  | 78.35        | 19.71  |
| 75.96        | 17.47  | 76.36        | 17.84  | 76.76        | 18.22  | 77.16        | 18.59  | 77.56        | 18.97  | 77.96        | 19.34  | 78.36        | 19.72  |
| 75.97        | 17.48  | 76.37        | 17.85  | 76.77        | 18.23  | 77.17        | 18.60  | 77.57        | 18.98  | 77.97        | 19.35  | 78.37        | 19.73  |
| 75.98        | 17.49  | 76.38        | 17.86  | 76.78        | 18.24  | 77.18        | 18.61  | 77.58        | 18.98  | 77.98        | 19.36  | 78.38        | 19.73  |
| 75.99        | 17.49  | 76.39        | 17.87  | 76.79        | 18.24  | 77.19        | 18.62  | 77.59        | 18.99  | 77.99        | 19.37  | 78.39        | 19.74  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA  
 TABLA DE PONDERACIÓN PARA EL FACTOR DE  
 FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 78.40        | 19.75  | 78.80        | 20.13  | 79.20        | 20.50  | 79.60        | 20.88  | 80.00        | 21.25  | 80.40        | 21.63  | 80.80        | 22.00  |
| 78.41        | 19.76  | 78.81        | 20.14  | 79.21        | 20.51  | 79.61        | 20.89  | 80.01        | 21.26  | 80.41        | 21.64  | 80.81        | 22.01  |
| 78.42        | 19.77  | 78.82        | 20.15  | 79.22        | 20.52  | 79.62        | 20.90  | 80.02        | 21.27  | 80.42        | 21.65  | 80.82        | 22.02  |
| 78.43        | 19.78  | 78.83        | 20.16  | 79.23        | 20.53  | 79.63        | 20.91  | 80.03        | 21.28  | 80.43        | 21.66  | 80.83        | 22.03  |
| 78.44        | 19.79  | 78.84        | 20.17  | 79.24        | 20.54  | 79.64        | 20.92  | 80.04        | 21.29  | 80.44        | 21.67  | 80.84        | 22.04  |
| 78.45        | 19.80  | 78.85        | 20.18  | 79.25        | 20.55  | 79.65        | 20.93  | 80.05        | 21.30  | 80.45        | 21.68  | 80.85        | 22.05  |
| 78.46        | 19.81  | 78.86        | 20.18  | 79.26        | 20.56  | 79.66        | 20.93  | 80.06        | 21.31  | 80.46        | 21.68  | 80.86        | 22.06  |
| 78.47        | 19.82  | 78.87        | 20.19  | 79.27        | 20.57  | 79.67        | 20.94  | 80.07        | 21.32  | 80.47        | 21.69  | 80.87        | 22.07  |
| 78.48        | 19.83  | 78.88        | 20.20  | 79.28        | 20.58  | 79.68        | 20.95  | 80.08        | 21.33  | 80.48        | 21.70  | 80.88        | 22.08  |
| 78.49        | 19.84  | 78.89        | 20.21  | 79.29        | 20.59  | 79.69        | 20.96  | 80.09        | 21.34  | 80.49        | 21.71  | 80.89        | 22.09  |
| 78.50        | 19.85  | 78.90        | 20.22  | 79.30        | 20.60  | 79.70        | 20.97  | 80.10        | 21.35  | 80.50        | 21.72  | 80.90        | 22.10  |
| 78.51        | 19.86  | 78.91        | 20.23  | 79.31        | 20.61  | 79.71        | 20.98  | 80.11        | 21.36  | 80.51        | 21.73  | 80.91        | 22.11  |
| 78.52        | 19.87  | 78.92        | 20.24  | 79.32        | 20.62  | 79.72        | 20.99  | 80.12        | 21.37  | 80.52        | 21.74  | 80.92        | 22.12  |
| 78.53        | 19.88  | 78.93        | 20.25  | 79.33        | 20.63  | 79.73        | 21.00  | 80.13        | 21.38  | 80.53        | 21.75  | 80.93        | 22.13  |
| 78.54        | 19.88  | 78.94        | 20.26  | 79.34        | 20.63  | 79.74        | 21.01  | 80.14        | 21.38  | 80.54        | 21.76  | 80.94        | 22.13  |
| 78.55        | 19.89  | 78.95        | 20.27  | 79.35        | 20.64  | 79.75        | 21.02  | 80.15        | 21.39  | 80.55        | 21.77  | 80.95        | 22.14  |
| 78.56        | 19.90  | 78.96        | 20.28  | 79.36        | 20.65  | 79.76        | 21.03  | 80.16        | 21.40  | 80.56        | 21.78  | 80.96        | 22.15  |
| 78.57        | 19.91  | 78.97        | 20.29  | 79.37        | 20.66  | 79.77        | 21.04  | 80.17        | 21.41  | 80.57        | 21.79  | 80.97        | 22.16  |
| 78.58        | 19.92  | 78.98        | 20.30  | 79.38        | 20.67  | 79.78        | 21.05  | 80.18        | 21.42  | 80.58        | 21.80  | 80.98        | 22.17  |
| 78.59        | 19.93  | 78.99        | 20.31  | 79.39        | 20.68  | 79.79        | 21.06  | 80.19        | 21.43  | 80.59        | 21.81  | 80.99        | 22.18  |
| 78.60        | 19.94  | 79.00        | 20.32  | 79.40        | 20.69  | 79.80        | 21.07  | 80.20        | 21.44  | 80.60        | 21.82  | 81.00        | 22.19  |
| 78.61        | 19.95  | 79.01        | 20.33  | 79.41        | 20.70  | 79.81        | 21.08  | 80.21        | 21.45  | 80.61        | 21.83  | 81.01        | 22.20  |
| 78.62        | 19.96  | 79.02        | 20.33  | 79.42        | 20.71  | 79.82        | 21.08  | 80.22        | 21.46  | 80.62        | 21.83  | 81.02        | 22.21  |
| 78.63        | 19.97  | 79.03        | 20.34  | 79.43        | 20.72  | 79.83        | 21.09  | 80.23        | 21.47  | 80.63        | 21.84  | 81.03        | 22.22  |
| 78.64        | 19.98  | 79.04        | 20.35  | 79.44        | 20.73  | 79.84        | 21.10  | 80.24        | 21.48  | 80.64        | 21.85  | 81.04        | 22.23  |
| 78.65        | 19.99  | 79.05        | 20.36  | 79.45        | 20.74  | 79.85        | 21.11  | 80.25        | 21.49  | 80.65        | 21.86  | 81.05        | 22.24  |
| 78.66        | 20.00  | 79.06        | 20.37  | 79.46        | 20.75  | 79.86        | 21.12  | 80.26        | 21.50  | 80.66        | 21.87  | 81.06        | 22.25  |
| 78.67        | 20.01  | 79.07        | 20.38  | 79.47        | 20.76  | 79.87        | 21.13  | 80.27        | 21.51  | 80.67        | 21.88  | 81.07        | 22.26  |
| 78.68        | 20.02  | 79.08        | 20.39  | 79.48        | 20.77  | 79.88        | 21.14  | 80.28        | 21.52  | 80.68        | 21.89  | 81.08        | 22.27  |
| 78.69        | 20.03  | 79.09        | 20.40  | 79.49        | 20.78  | 79.89        | 21.15  | 80.29        | 21.53  | 80.69        | 21.90  | 81.09        | 22.28  |
| 78.70        | 20.03  | 79.10        | 20.41  | 79.50        | 20.78  | 79.90        | 21.16  | 80.30        | 21.53  | 80.70        | 21.91  | 81.10        | 22.28  |
| 78.71        | 20.04  | 79.11        | 20.42  | 79.51        | 20.79  | 79.91        | 21.17  | 80.31        | 21.54  | 80.71        | 21.92  | 81.11        | 22.29  |
| 78.72        | 20.05  | 79.12        | 20.43  | 79.52        | 20.80  | 79.92        | 21.18  | 80.32        | 21.55  | 80.72        | 21.93  | 81.12        | 22.30  |
| 78.73        | 20.06  | 79.13        | 20.44  | 79.53        | 20.81  | 79.93        | 21.19  | 80.33        | 21.56  | 80.73        | 21.94  | 81.13        | 22.31  |
| 78.74        | 20.07  | 79.14        | 20.45  | 79.54        | 20.82  | 79.94        | 21.20  | 80.34        | 21.57  | 80.74        | 21.95  | 81.14        | 22.32  |
| 78.75        | 20.08  | 79.15        | 20.46  | 79.55        | 20.83  | 79.95        | 21.21  | 80.35        | 21.58  | 80.75        | 21.96  | 81.15        | 22.33  |
| 78.76        | 20.09  | 79.16        | 20.47  | 79.56        | 20.84  | 79.96        | 21.22  | 80.36        | 21.59  | 80.76        | 21.97  | 81.16        | 22.34  |
| 78.77        | 20.10  | 79.17        | 20.48  | 79.57        | 20.85  | 79.97        | 21.23  | 80.37        | 21.60  | 80.77        | 21.98  | 81.17        | 22.35  |
| 78.78        | 20.11  | 79.18        | 20.48  | 79.58        | 20.86  | 79.98        | 21.23  | 80.38        | 21.61  | 80.78        | 21.98  | 81.18        | 22.36  |
| 78.79        | 20.12  | 79.19        | 20.49  | 79.59        | 20.87  | 79.99        | 21.24  | 80.39        | 21.62  | 80.79        | 21.99  | 81.19        | 22.37  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA  
 TABLA DE PONDERACIÓN PARA EL FACTOR DE  
 FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 81.20        | 22.38  | 81.60        | 22.75  | 82.00        | 23.13  | 82.40        | 23.50  | 82.80        | 23.88  | 83.20        | 24.25  | 83.60        | 24.63  |
| 81.21        | 22.39  | 81.61        | 22.76  | 82.01        | 23.14  | 82.41        | 23.51  | 82.81        | 23.89  | 83.21        | 24.26  | 83.61        | 24.64  |
| 81.22        | 22.40  | 81.62        | 22.77  | 82.02        | 23.15  | 82.42        | 23.52  | 82.82        | 23.90  | 83.22        | 24.27  | 83.62        | 24.65  |
| 81.23        | 22.41  | 81.63        | 22.78  | 82.03        | 23.16  | 82.43        | 23.53  | 82.83        | 23.91  | 83.23        | 24.28  | 83.63        | 24.66  |
| 81.24        | 22.42  | 81.64        | 22.79  | 82.04        | 23.17  | 82.44        | 23.54  | 82.84        | 23.92  | 83.24        | 24.29  | 83.64        | 24.67  |
| 81.25        | 22.42  | 81.65        | 22.80  | 82.05        | 23.17  | 82.45        | 23.55  | 82.85        | 23.92  | 83.25        | 24.30  | 83.65        | 24.67  |
| 81.26        | 22.43  | 81.66        | 22.81  | 82.06        | 23.18  | 82.46        | 23.56  | 82.86        | 23.93  | 83.26        | 24.31  | 83.66        | 24.68  |
| 81.27        | 22.44  | 81.67        | 22.82  | 82.07        | 23.19  | 82.47        | 23.57  | 82.87        | 23.94  | 83.27        | 24.32  | 83.67        | 24.69  |
| 81.28        | 22.45  | 81.68        | 22.83  | 82.08        | 23.20  | 82.48        | 23.58  | 82.88        | 23.95  | 83.28        | 24.33  | 83.68        | 24.70  |
| 81.29        | 22.46  | 81.69        | 22.84  | 82.09        | 23.21  | 82.49        | 23.59  | 82.89        | 23.96  | 83.29        | 24.34  | 83.69        | 24.71  |
| 81.30        | 22.47  | 81.70        | 22.85  | 82.10        | 23.22  | 82.50        | 23.60  | 82.90        | 23.97  | 83.30        | 24.35  | 83.70        | 24.72  |
| 81.31        | 22.48  | 81.71        | 22.86  | 82.11        | 23.23  | 82.51        | 23.61  | 82.91        | 23.98  | 83.31        | 24.36  | 83.71        | 24.73  |
| 81.32        | 22.49  | 81.72        | 22.87  | 82.12        | 23.24  | 82.52        | 23.62  | 82.92        | 23.99  | 83.32        | 24.37  | 83.72        | 24.74  |
| 81.33        | 22.50  | 81.73        | 22.87  | 82.13        | 23.25  | 82.53        | 23.62  | 82.93        | 24.00  | 83.33        | 24.37  | 83.73        | 24.75  |
| 81.34        | 22.51  | 81.74        | 22.88  | 82.14        | 23.26  | 82.54        | 23.63  | 82.94        | 24.01  | 83.34        | 24.38  | 83.74        | 24.76  |
| 81.35        | 22.52  | 81.75        | 22.89  | 82.15        | 23.27  | 82.55        | 23.64  | 82.95        | 24.02  | 83.35        | 24.39  | 83.75        | 24.77  |
| 81.36        | 22.53  | 81.76        | 22.90  | 82.16        | 23.28  | 82.56        | 23.65  | 82.96        | 24.03  | 83.36        | 24.40  | 83.76        | 24.78  |
| 81.37        | 22.54  | 81.77        | 22.91  | 82.17        | 23.29  | 82.57        | 23.66  | 82.97        | 24.04  | 83.37        | 24.41  | 83.77        | 24.79  |
| 81.38        | 22.55  | 81.78        | 22.92  | 82.18        | 23.30  | 82.58        | 23.67  | 82.98        | 24.05  | 83.38        | 24.42  | 83.78        | 24.80  |
| 81.39        | 22.56  | 81.79        | 22.93  | 82.19        | 23.31  | 82.59        | 23.68  | 82.99        | 24.06  | 83.39        | 24.43  | 83.79        | 24.81  |
| 81.40        | 22.57  | 81.80        | 22.94  | 82.20        | 23.32  | 82.60        | 23.69  | 83.00        | 24.07  | 83.40        | 24.44  | 83.80        | 24.82  |
| 81.41        | 22.57  | 81.81        | 22.95  | 82.21        | 23.32  | 82.61        | 23.70  | 83.01        | 24.07  | 83.41        | 24.45  | 83.81        | 24.82  |
| 81.42        | 22.58  | 81.82        | 22.96  | 82.22        | 23.33  | 82.62        | 23.71  | 83.02        | 24.08  | 83.42        | 24.46  | 83.82        | 24.83  |
| 81.43        | 22.59  | 81.83        | 22.97  | 82.23        | 23.34  | 82.63        | 23.72  | 83.03        | 24.09  | 83.43        | 24.47  | 83.83        | 24.84  |
| 81.44        | 22.60  | 81.84        | 22.98  | 82.24        | 23.35  | 82.64        | 23.73  | 83.04        | 24.10  | 83.44        | 24.48  | 83.84        | 24.85  |
| 81.45        | 22.61  | 81.85        | 22.99  | 82.25        | 23.36  | 82.65        | 23.74  | 83.05        | 24.11  | 83.45        | 24.49  | 83.85        | 24.86  |
| 81.46        | 22.62  | 81.86        | 23.00  | 82.26        | 23.37  | 82.66        | 23.75  | 83.06        | 24.12  | 83.46        | 24.50  | 83.86        | 24.87  |
| 81.47        | 22.63  | 81.87        | 23.01  | 82.27        | 23.38  | 82.67        | 23.76  | 83.07        | 24.13  | 83.47        | 24.51  | 83.87        | 24.88  |
| 81.48        | 22.64  | 81.88        | 23.02  | 82.28        | 23.39  | 82.68        | 23.77  | 83.08        | 24.14  | 83.48        | 24.52  | 83.88        | 24.89  |
| 81.49        | 22.65  | 81.89        | 23.03  | 82.29        | 23.40  | 82.69        | 23.77  | 83.09        | 24.15  | 83.49        | 24.52  | 83.89        | 24.90  |
| 81.50        | 22.66  | 81.90        | 23.03  | 82.30        | 23.41  | 82.70        | 23.78  | 83.10        | 24.16  | 83.50        | 24.53  | 83.90        | 24.91  |
| 81.51        | 22.67  | 81.91        | 23.04  | 82.31        | 23.42  | 82.71        | 23.79  | 83.11        | 24.17  | 83.51        | 24.54  | 83.91        | 24.92  |
| 81.52        | 22.68  | 81.92        | 23.05  | 82.32        | 23.43  | 82.72        | 23.80  | 83.12        | 24.18  | 83.52        | 24.55  | 83.92        | 24.93  |
| 81.53        | 22.69  | 81.93        | 23.06  | 82.33        | 23.44  | 82.73        | 23.81  | 83.13        | 24.19  | 83.53        | 24.56  | 83.93        | 24.94  |
| 81.54        | 22.70  | 81.94        | 23.07  | 82.34        | 23.45  | 82.74        | 23.82  | 83.14        | 24.20  | 83.54        | 24.57  | 83.94        | 24.95  |
| 81.55        | 22.71  | 81.95        | 23.08  | 82.35        | 23.46  | 82.75        | 23.83  | 83.15        | 24.21  | 83.55        | 24.58  | 83.95        | 24.96  |
| 81.56        | 22.72  | 81.96        | 23.09  | 82.36        | 23.47  | 82.76        | 23.84  | 83.16        | 24.22  | 83.56        | 24.59  | 83.96        | 24.97  |
| 81.57        | 22.72  | 81.97        | 23.10  | 82.37        | 23.47  | 82.77        | 23.85  | 83.17        | 24.22  | 83.57        | 24.60  | 83.97        | 24.97  |
| 81.58        | 22.73  | 81.98        | 23.11  | 82.38        | 23.48  | 82.78        | 23.86  | 83.18        | 24.23  | 83.58        | 24.61  | 83.98        | 24.98  |
| 81.59        | 22.74  | 81.99        | 23.12  | 82.39        | 23.49  | 82.79        | 23.87  | 83.19        | 24.24  | 83.59        | 24.62  | 83.99        | 24.99  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA  
 TABLA DE PONDERACIÓN PARA EL FACTOR DE  
 FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 84.00        | 25.00  | 84.40        | 25.38  | 84.80        | 25.75  | 85.20        | 26.13  | 85.60        | 26.50  | 86.00        | 26.88  | 86.40        | 27.25  |
| 84.01        | 25.01  | 84.41        | 25.39  | 84.81        | 25.76  | 85.21        | 26.14  | 85.61        | 26.51  | 86.01        | 26.89  | 86.41        | 27.26  |
| 84.02        | 25.02  | 84.42        | 25.40  | 84.82        | 25.77  | 85.22        | 26.15  | 85.62        | 26.52  | 86.02        | 26.90  | 86.42        | 27.27  |
| 84.03        | 25.03  | 84.43        | 25.41  | 84.83        | 25.78  | 85.23        | 26.16  | 85.63        | 26.53  | 86.03        | 26.91  | 86.43        | 27.28  |
| 84.04        | 25.04  | 84.44        | 25.42  | 84.84        | 25.79  | 85.24        | 26.16  | 85.64        | 26.54  | 86.04        | 26.91  | 86.44        | 27.29  |
| 84.05        | 25.05  | 84.45        | 25.42  | 84.85        | 25.80  | 85.25        | 26.17  | 85.65        | 26.55  | 86.05        | 26.92  | 86.45        | 27.30  |
| 84.06        | 25.06  | 84.46        | 25.43  | 84.86        | 25.81  | 85.26        | 26.18  | 85.66        | 26.56  | 86.06        | 26.93  | 86.46        | 27.31  |
| 84.07        | 25.07  | 84.47        | 25.44  | 84.87        | 25.82  | 85.27        | 26.19  | 85.67        | 26.57  | 86.07        | 26.94  | 86.47        | 27.32  |
| 84.08        | 25.08  | 84.48        | 25.45  | 84.88        | 25.83  | 85.28        | 26.20  | 85.68        | 26.58  | 86.08        | 26.95  | 86.48        | 27.33  |
| 84.09        | 25.09  | 84.49        | 25.46  | 84.89        | 25.84  | 85.29        | 26.21  | 85.69        | 26.59  | 86.09        | 26.96  | 86.49        | 27.34  |
| 84.10        | 25.10  | 84.50        | 25.47  | 84.90        | 25.85  | 85.30        | 26.22  | 85.70        | 26.60  | 86.10        | 26.97  | 86.50        | 27.35  |
| 84.11        | 25.11  | 84.51        | 25.48  | 84.91        | 25.86  | 85.31        | 26.23  | 85.71        | 26.61  | 86.11        | 26.98  | 86.51        | 27.36  |
| 84.12        | 25.12  | 84.52        | 25.49  | 84.92        | 25.87  | 85.32        | 26.24  | 85.72        | 26.61  | 86.12        | 26.99  | 86.52        | 27.36  |
| 84.13        | 25.12  | 84.53        | 25.50  | 84.93        | 25.87  | 85.33        | 26.25  | 85.73        | 26.62  | 86.13        | 27.00  | 86.53        | 27.37  |
| 84.14        | 25.13  | 84.54        | 25.51  | 84.94        | 25.88  | 85.34        | 26.26  | 85.74        | 26.63  | 86.14        | 27.01  | 86.54        | 27.38  |
| 84.15        | 25.14  | 84.55        | 25.52  | 84.95        | 25.89  | 85.35        | 26.27  | 85.75        | 26.64  | 86.15        | 27.02  | 86.55        | 27.39  |
| 84.16        | 25.15  | 84.56        | 25.53  | 84.96        | 25.90  | 85.36        | 26.28  | 85.76        | 26.65  | 86.16        | 27.03  | 86.56        | 27.40  |
| 84.17        | 25.16  | 84.57        | 25.54  | 84.97        | 25.91  | 85.37        | 26.29  | 85.77        | 26.66  | 86.17        | 27.04  | 86.57        | 27.41  |
| 84.18        | 25.17  | 84.58        | 25.55  | 84.98        | 25.92  | 85.38        | 26.30  | 85.78        | 26.67  | 86.18        | 27.05  | 86.58        | 27.42  |
| 84.19        | 25.18  | 84.59        | 25.56  | 84.99        | 25.93  | 85.39        | 26.31  | 85.79        | 26.68  | 86.19        | 27.06  | 86.59        | 27.43  |
| 84.20        | 25.19  | 84.60        | 25.57  | 85.00        | 25.94  | 85.40        | 26.31  | 85.80        | 26.69  | 86.20        | 27.06  | 86.60        | 27.44  |
| 84.21        | 25.20  | 84.61        | 25.57  | 85.01        | 25.95  | 85.41        | 26.32  | 85.81        | 26.70  | 86.21        | 27.07  | 86.61        | 27.45  |
| 84.22        | 25.21  | 84.62        | 25.58  | 85.02        | 25.96  | 85.42        | 26.33  | 85.82        | 26.71  | 86.22        | 27.08  | 86.62        | 27.46  |
| 84.23        | 25.22  | 84.63        | 25.59  | 85.03        | 25.97  | 85.43        | 26.34  | 85.83        | 26.72  | 86.23        | 27.09  | 86.63        | 27.47  |
| 84.24        | 25.23  | 84.64        | 25.60  | 85.04        | 25.98  | 85.44        | 26.35  | 85.84        | 26.73  | 86.24        | 27.10  | 86.64        | 27.48  |
| 84.25        | 25.24  | 84.65        | 25.61  | 85.05        | 25.99  | 85.45        | 26.36  | 85.85        | 26.74  | 86.25        | 27.11  | 86.65        | 27.49  |
| 84.26        | 25.25  | 84.66        | 25.62  | 85.06        | 26.00  | 85.46        | 26.37  | 85.86        | 26.75  | 86.26        | 27.12  | 86.66        | 27.50  |
| 84.27        | 25.26  | 84.67        | 25.63  | 85.07        | 26.01  | 85.47        | 26.38  | 85.87        | 26.76  | 86.27        | 27.13  | 86.67        | 27.51  |
| 84.28        | 25.27  | 84.68        | 25.64  | 85.08        | 26.01  | 85.48        | 26.39  | 85.88        | 26.76  | 86.28        | 27.14  | 86.68        | 27.51  |
| 84.29        | 25.27  | 84.69        | 25.65  | 85.09        | 26.02  | 85.49        | 26.40  | 85.89        | 26.77  | 86.29        | 27.15  | 86.69        | 27.52  |
| 84.30        | 25.28  | 84.70        | 25.66  | 85.10        | 26.03  | 85.50        | 26.41  | 85.90        | 26.78  | 86.30        | 27.16  | 86.70        | 27.53  |
| 84.31        | 25.29  | 84.71        | 25.67  | 85.11        | 26.04  | 85.51        | 26.42  | 85.91        | 26.79  | 86.31        | 27.17  | 86.71        | 27.54  |
| 84.32        | 25.30  | 84.72        | 25.68  | 85.12        | 26.05  | 85.52        | 26.43  | 85.92        | 26.80  | 86.32        | 27.18  | 86.72        | 27.55  |
| 84.33        | 25.31  | 84.73        | 25.69  | 85.13        | 26.06  | 85.53        | 26.44  | 85.93        | 26.81  | 86.33        | 27.19  | 86.73        | 27.56  |
| 84.34        | 25.32  | 84.74        | 25.70  | 85.14        | 26.07  | 85.54        | 26.45  | 85.94        | 26.82  | 86.34        | 27.20  | 86.74        | 27.57  |
| 84.35        | 25.33  | 84.75        | 25.71  | 85.15        | 26.08  | 85.55        | 26.46  | 85.95        | 26.83  | 86.35        | 27.21  | 86.75        | 27.58  |
| 84.36        | 25.34  | 84.76        | 25.72  | 85.16        | 26.09  | 85.56        | 26.46  | 85.96        | 26.84  | 86.36        | 27.21  | 86.76        | 27.59  |
| 84.37        | 25.35  | 84.77        | 25.72  | 85.17        | 26.10  | 85.57        | 26.47  | 85.97        | 26.85  | 86.37        | 27.22  | 86.77        | 27.60  |
| 84.38        | 25.36  | 84.78        | 25.73  | 85.18        | 26.11  | 85.58        | 26.48  | 85.98        | 26.86  | 86.38        | 27.23  | 86.78        | 27.61  |
| 84.39        | 25.37  | 84.79        | 25.74  | 85.19        | 26.12  | 85.59        | 26.49  | 85.99        | 26.87  | 86.39        | 27.24  | 86.79        | 27.62  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA**  
**TABLA DE PONDERACIÓN PARA EL FACTOR DE**  
**FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 86.80        | 27.63  | 87.20        | 28.00  | 87.60        | 28.38  | 88.00        | 28.75  | 88.40        | 29.13  | 88.80        | 29.50  | 89.20        | 29.88  |
| 86.81        | 27.64  | 87.21        | 28.01  | 87.61        | 28.39  | 88.01        | 28.76  | 88.41        | 29.14  | 88.81        | 29.51  | 89.21        | 29.89  |
| 86.82        | 27.65  | 87.22        | 28.02  | 87.62        | 28.40  | 88.02        | 28.77  | 88.42        | 29.15  | 88.82        | 29.52  | 89.22        | 29.90  |
| 86.83        | 27.66  | 87.23        | 28.03  | 87.63        | 28.41  | 88.03        | 28.78  | 88.43        | 29.16  | 88.83        | 29.53  | 89.23        | 29.90  |
| 86.84        | 27.66  | 87.24        | 28.04  | 87.64        | 28.41  | 88.04        | 28.79  | 88.44        | 29.16  | 88.84        | 29.54  | 89.24        | 29.91  |
| 86.85        | 27.67  | 87.25        | 28.05  | 87.65        | 28.42  | 88.05        | 28.80  | 88.45        | 29.17  | 88.85        | 29.55  | 89.25        | 29.92  |
| 86.86        | 27.68  | 87.26        | 28.06  | 87.66        | 28.43  | 88.06        | 28.81  | 88.46        | 29.18  | 88.86        | 29.56  | 89.26        | 29.93  |
| 86.87        | 27.69  | 87.27        | 28.07  | 87.67        | 28.44  | 88.07        | 28.82  | 88.47        | 29.19  | 88.87        | 29.57  | 89.27        | 29.94  |
| 86.88        | 27.70  | 87.28        | 28.08  | 87.68        | 28.45  | 88.08        | 28.83  | 88.48        | 29.20  | 88.88        | 29.58  | 89.28        | 29.95  |
| 86.89        | 27.71  | 87.29        | 28.09  | 87.69        | 28.46  | 88.09        | 28.84  | 88.49        | 29.21  | 88.89        | 29.59  | 89.29        | 29.96  |
| 86.90        | 27.72  | 87.30        | 28.10  | 87.70        | 28.47  | 88.10        | 28.85  | 88.50        | 29.22  | 88.90        | 29.60  | 89.30        | 29.97  |
| 86.91        | 27.73  | 87.31        | 28.11  | 87.71        | 28.48  | 88.11        | 28.86  | 88.51        | 29.23  | 88.91        | 29.60  | 89.31        | 29.98  |
| 86.92        | 27.74  | 87.32        | 28.11  | 87.72        | 28.49  | 88.12        | 28.86  | 88.52        | 29.24  | 88.92        | 29.61  | 89.32        | 29.99  |
| 86.93        | 27.75  | 87.33        | 28.12  | 87.73        | 28.50  | 88.13        | 28.87  | 88.53        | 29.25  | 88.93        | 29.62  | 89.33        | 30.00  |
| 86.94        | 27.76  | 87.34        | 28.13  | 87.74        | 28.51  | 88.14        | 28.88  | 88.54        | 29.26  | 88.94        | 29.63  | 89.34        | 30.01  |
| 86.95        | 27.77  | 87.35        | 28.14  | 87.75        | 28.52  | 88.15        | 28.89  | 88.55        | 29.27  | 88.95        | 29.64  | 89.35        | 30.02  |
| 86.96        | 27.78  | 87.36        | 28.15  | 87.76        | 28.53  | 88.16        | 28.90  | 88.56        | 29.28  | 88.96        | 29.65  | 89.36        | 30.03  |
| 86.97        | 27.79  | 87.37        | 28.16  | 87.77        | 28.54  | 88.17        | 28.91  | 88.57        | 29.29  | 88.97        | 29.66  | 89.37        | 30.04  |
| 86.98        | 27.80  | 87.38        | 28.17  | 87.78        | 28.55  | 88.18        | 28.92  | 88.58        | 29.30  | 88.98        | 29.67  | 89.38        | 30.05  |
| 86.99        | 27.81  | 87.39        | 28.18  | 87.79        | 28.56  | 88.19        | 28.93  | 88.59        | 29.31  | 88.99        | 29.68  | 89.39        | 30.05  |
| 87.00        | 27.81  | 87.40        | 28.19  | 87.80        | 28.56  | 88.20        | 28.94  | 88.60        | 29.31  | 89.00        | 29.69  | 89.40        | 30.06  |
| 87.01        | 27.82  | 87.41        | 28.20  | 87.81        | 28.57  | 88.21        | 28.95  | 88.61        | 29.32  | 89.01        | 29.70  | 89.41        | 30.07  |
| 87.02        | 27.83  | 87.42        | 28.21  | 87.82        | 28.58  | 88.22        | 28.96  | 88.62        | 29.33  | 89.02        | 29.71  | 89.42        | 30.08  |
| 87.03        | 27.84  | 87.43        | 28.22  | 87.83        | 28.59  | 88.23        | 28.97  | 88.63        | 29.34  | 89.03        | 29.72  | 89.43        | 30.09  |
| 87.04        | 27.85  | 87.44        | 28.23  | 87.84        | 28.60  | 88.24        | 28.98  | 88.64        | 29.35  | 89.04        | 29.73  | 89.44        | 30.10  |
| 87.05        | 27.86  | 87.45        | 28.24  | 87.85        | 28.61  | 88.25        | 28.99  | 88.65        | 29.36  | 89.05        | 29.74  | 89.45        | 30.11  |
| 87.06        | 27.87  | 87.46        | 28.25  | 87.86        | 28.62  | 88.26        | 29.00  | 88.66        | 29.37  | 89.06        | 29.75  | 89.46        | 30.12  |
| 87.07        | 27.88  | 87.47        | 28.26  | 87.87        | 28.63  | 88.27        | 29.01  | 88.67        | 29.38  | 89.07        | 29.75  | 89.47        | 30.13  |
| 87.08        | 27.89  | 87.48        | 28.26  | 87.88        | 28.64  | 88.28        | 29.01  | 88.68        | 29.39  | 89.08        | 29.76  | 89.48        | 30.14  |
| 87.09        | 27.90  | 87.49        | 28.27  | 87.89        | 28.65  | 88.29        | 29.02  | 88.69        | 29.40  | 89.09        | 29.77  | 89.49        | 30.15  |
| 87.10        | 27.91  | 87.50        | 28.28  | 87.90        | 28.66  | 88.30        | 29.03  | 88.70        | 29.41  | 89.10        | 29.78  | 89.50        | 30.16  |
| 87.11        | 27.92  | 87.51        | 28.29  | 87.91        | 28.67  | 88.31        | 29.04  | 88.71        | 29.42  | 89.11        | 29.79  | 89.51        | 30.17  |
| 87.12        | 27.93  | 87.52        | 28.30  | 87.92        | 28.68  | 88.32        | 29.05  | 88.72        | 29.43  | 89.12        | 29.80  | 89.52        | 30.18  |
| 87.13        | 27.94  | 87.53        | 28.31  | 87.93        | 28.69  | 88.33        | 29.06  | 88.73        | 29.44  | 89.13        | 29.81  | 89.53        | 30.19  |
| 87.14        | 27.95  | 87.54        | 28.32  | 87.94        | 28.70  | 88.34        | 29.07  | 88.74        | 29.45  | 89.14        | 29.82  | 89.54        | 30.20  |
| 87.15        | 27.96  | 87.55        | 28.33  | 87.95        | 28.71  | 88.35        | 29.08  | 88.75        | 29.45  | 89.15        | 29.83  | 89.55        | 30.20  |
| 87.16        | 27.96  | 87.56        | 28.34  | 87.96        | 28.71  | 88.36        | 29.09  | 88.76        | 29.46  | 89.16        | 29.84  | 89.56        | 30.21  |
| 87.17        | 27.97  | 87.57        | 28.35  | 87.97        | 28.72  | 88.37        | 29.10  | 88.77        | 29.47  | 89.17        | 29.85  | 89.57        | 30.22  |
| 87.18        | 27.98  | 87.58        | 28.36  | 87.98        | 28.73  | 88.38        | 29.11  | 88.78        | 29.48  | 89.18        | 29.86  | 89.58        | 30.23  |
| 87.19        | 27.99  | 87.59        | 28.37  | 87.99        | 28.74  | 88.39        | 29.12  | 88.79        | 29.49  | 89.19        | 29.87  | 89.59        | 30.24  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA  
 TABLA DE PONDERACIÓN PARA EL FACTOR DE  
 FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 89.60        | 30.25  | 90.00        | 30.63  | 90.40        | 31.00  | 90.80        | 31.38  | 91.20        | 31.75  | 91.60        | 32.13  | 92.00        | 32.50  |
| 89.61        | 30.26  | 90.01        | 30.64  | 90.41        | 31.01  | 90.81        | 31.39  | 91.21        | 31.76  | 91.61        | 32.14  | 92.01        | 32.51  |
| 89.62        | 30.27  | 90.02        | 30.65  | 90.42        | 31.02  | 90.82        | 31.40  | 91.22        | 31.77  | 91.62        | 32.15  | 92.02        | 32.52  |
| 89.63        | 30.28  | 90.03        | 30.65  | 90.43        | 31.03  | 90.83        | 31.40  | 91.23        | 31.78  | 91.63        | 32.15  | 92.03        | 32.53  |
| 89.64        | 30.29  | 90.04        | 30.66  | 90.44        | 31.04  | 90.84        | 31.41  | 91.24        | 31.79  | 91.64        | 32.16  | 92.04        | 32.54  |
| 89.65        | 30.30  | 90.05        | 30.67  | 90.45        | 31.05  | 90.85        | 31.42  | 91.25        | 31.80  | 91.65        | 32.17  | 92.05        | 32.55  |
| 89.66        | 30.31  | 90.06        | 30.68  | 90.46        | 31.06  | 90.86        | 31.43  | 91.26        | 31.81  | 91.66        | 32.18  | 92.06        | 32.56  |
| 89.67        | 30.32  | 90.07        | 30.69  | 90.47        | 31.07  | 90.87        | 31.44  | 91.27        | 31.82  | 91.67        | 32.19  | 92.07        | 32.57  |
| 89.68        | 30.33  | 90.08        | 30.70  | 90.48        | 31.08  | 90.88        | 31.45  | 91.28        | 31.83  | 91.68        | 32.20  | 92.08        | 32.58  |
| 89.69        | 30.34  | 90.09        | 30.71  | 90.49        | 31.09  | 90.89        | 31.46  | 91.29        | 31.84  | 91.69        | 32.21  | 92.09        | 32.59  |
| 89.70        | 30.35  | 90.10        | 30.72  | 90.50        | 31.10  | 90.90        | 31.47  | 91.30        | 31.85  | 91.70        | 32.22  | 92.10        | 32.60  |
| 89.71        | 30.35  | 90.11        | 30.73  | 90.51        | 31.10  | 90.91        | 31.48  | 91.31        | 31.85  | 91.71        | 32.23  | 92.11        | 32.60  |
| 89.72        | 30.36  | 90.12        | 30.74  | 90.52        | 31.11  | 90.92        | 31.49  | 91.32        | 31.86  | 91.72        | 32.24  | 92.12        | 32.61  |
| 89.73        | 30.37  | 90.13        | 30.75  | 90.53        | 31.12  | 90.93        | 31.50  | 91.33        | 31.87  | 91.73        | 32.25  | 92.13        | 32.62  |
| 89.74        | 30.38  | 90.14        | 30.76  | 90.54        | 31.13  | 90.94        | 31.51  | 91.34        | 31.88  | 91.74        | 32.26  | 92.14        | 32.63  |
| 89.75        | 30.39  | 90.15        | 30.77  | 90.55        | 31.14  | 90.95        | 31.52  | 91.35        | 31.89  | 91.75        | 32.27  | 92.15        | 32.64  |
| 89.76        | 30.40  | 90.16        | 30.78  | 90.56        | 31.15  | 90.96        | 31.53  | 91.36        | 31.90  | 91.76        | 32.28  | 92.16        | 32.65  |
| 89.77        | 30.41  | 90.17        | 30.79  | 90.57        | 31.16  | 90.97        | 31.54  | 91.37        | 31.91  | 91.77        | 32.29  | 92.17        | 32.66  |
| 89.78        | 30.42  | 90.18        | 30.80  | 90.58        | 31.17  | 90.98        | 31.55  | 91.38        | 31.92  | 91.78        | 32.30  | 92.18        | 32.67  |
| 89.79        | 30.43  | 90.19        | 30.80  | 90.59        | 31.18  | 90.99        | 31.55  | 91.39        | 31.93  | 91.79        | 32.30  | 92.19        | 32.68  |
| 89.80        | 30.44  | 90.20        | 30.81  | 90.60        | 31.19  | 91.00        | 31.56  | 91.40        | 31.94  | 91.80        | 32.31  | 92.20        | 32.69  |
| 89.81        | 30.45  | 90.21        | 30.82  | 90.61        | 31.20  | 91.01        | 31.57  | 91.41        | 31.95  | 91.81        | 32.32  | 92.21        | 32.70  |
| 89.82        | 30.46  | 90.22        | 30.83  | 90.62        | 31.21  | 91.02        | 31.58  | 91.42        | 31.96  | 91.82        | 32.33  | 92.22        | 32.71  |
| 89.83        | 30.47  | 90.23        | 30.84  | 90.63        | 31.22  | 91.03        | 31.59  | 91.43        | 31.97  | 91.83        | 32.34  | 92.23        | 32.72  |
| 89.84        | 30.48  | 90.24        | 30.85  | 90.64        | 31.23  | 91.04        | 31.60  | 91.44        | 31.98  | 91.84        | 32.35  | 92.24        | 32.73  |
| 89.85        | 30.49  | 90.25        | 30.86  | 90.65        | 31.24  | 91.05        | 31.61  | 91.45        | 31.99  | 91.85        | 32.36  | 92.25        | 32.74  |
| 89.86        | 30.50  | 90.26        | 30.87  | 90.66        | 31.25  | 91.06        | 31.62  | 91.46        | 32.00  | 91.86        | 32.37  | 92.26        | 32.75  |
| 89.87        | 30.50  | 90.27        | 30.88  | 90.67        | 31.25  | 91.07        | 31.63  | 91.47        | 32.00  | 91.87        | 32.38  | 92.27        | 32.75  |
| 89.88        | 30.51  | 90.28        | 30.89  | 90.68        | 31.26  | 91.08        | 31.64  | 91.48        | 32.01  | 91.88        | 32.39  | 92.28        | 32.76  |
| 89.89        | 30.52  | 90.29        | 30.90  | 90.69        | 31.27  | 91.09        | 31.65  | 91.49        | 32.02  | 91.89        | 32.40  | 92.29        | 32.77  |
| 89.90        | 30.53  | 90.30        | 30.91  | 90.70        | 31.28  | 91.10        | 31.66  | 91.50        | 32.03  | 91.90        | 32.41  | 92.30        | 32.78  |
| 89.91        | 30.54  | 90.31        | 30.92  | 90.71        | 31.29  | 91.11        | 31.67  | 91.51        | 32.04  | 91.91        | 32.42  | 92.31        | 32.79  |
| 89.92        | 30.55  | 90.32        | 30.93  | 90.72        | 31.30  | 91.12        | 31.68  | 91.52        | 32.05  | 91.92        | 32.43  | 92.32        | 32.80  |
| 89.93        | 30.56  | 90.33        | 30.94  | 90.73        | 31.31  | 91.13        | 31.69  | 91.53        | 32.06  | 91.93        | 32.44  | 92.33        | 32.81  |
| 89.94        | 30.57  | 90.34        | 30.95  | 90.74        | 31.32  | 91.14        | 31.70  | 91.54        | 32.07  | 91.94        | 32.45  | 92.34        | 32.82  |
| 89.95        | 30.58  | 90.35        | 30.95  | 90.75        | 31.33  | 91.15        | 31.70  | 91.55        | 32.08  | 91.95        | 32.45  | 92.35        | 32.83  |
| 89.96        | 30.59  | 90.36        | 30.96  | 90.76        | 31.34  | 91.16        | 31.71  | 91.56        | 32.09  | 91.96        | 32.46  | 92.36        | 32.84  |
| 89.97        | 30.60  | 90.37        | 30.97  | 90.77        | 31.35  | 91.17        | 31.72  | 91.57        | 32.10  | 91.97        | 32.47  | 92.37        | 32.85  |
| 89.98        | 30.61  | 90.38        | 30.98  | 90.78        | 31.36  | 91.18        | 31.73  | 91.58        | 32.11  | 91.98        | 32.48  | 92.38        | 32.86  |
| 89.99        | 30.62  | 90.39        | 30.99  | 90.79        | 31.37  | 91.19        | 31.74  | 91.59        | 32.12  | 91.99        | 32.49  | 92.39        | 32.87  |





**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA**  
**TABLA DE PONDERACIÓN PARA EL FACTOR DE**  
**FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 92.40        | 32.88  | 92.80        | 33.25  | 93.20        | 33.63  | 93.60        | 34.00  | 94.00        | 34.38  | 94.40        | 34.75  | 94.80        | 35.13  |
| 92.41        | 32.89  | 92.81        | 33.26  | 93.21        | 33.64  | 93.61        | 34.01  | 94.01        | 34.39  | 94.41        | 34.76  | 94.81        | 35.14  |
| 92.42        | 32.90  | 92.82        | 33.27  | 93.22        | 33.64  | 93.62        | 34.02  | 94.02        | 34.39  | 94.42        | 34.77  | 94.82        | 35.14  |
| 92.43        | 32.90  | 92.83        | 33.28  | 93.23        | 33.65  | 93.63        | 34.03  | 94.03        | 34.40  | 94.43        | 34.78  | 94.83        | 35.15  |
| 92.44        | 32.91  | 92.84        | 33.29  | 93.24        | 33.66  | 93.64        | 34.04  | 94.04        | 34.41  | 94.44        | 34.79  | 94.84        | 35.16  |
| 92.45        | 32.92  | 92.85        | 33.30  | 93.25        | 33.67  | 93.65        | 34.05  | 94.05        | 34.42  | 94.45        | 34.80  | 94.85        | 35.17  |
| 92.46        | 32.93  | 92.86        | 33.31  | 93.26        | 33.68  | 93.66        | 34.06  | 94.06        | 34.43  | 94.46        | 34.81  | 94.86        | 35.18  |
| 92.47        | 32.94  | 92.87        | 33.32  | 93.27        | 33.69  | 93.67        | 34.07  | 94.07        | 34.44  | 94.47        | 34.82  | 94.87        | 35.19  |
| 92.48        | 32.95  | 92.88        | 33.33  | 93.28        | 33.70  | 93.68        | 34.08  | 94.08        | 34.45  | 94.48        | 34.83  | 94.88        | 35.20  |
| 92.49        | 32.96  | 92.89        | 33.34  | 93.29        | 33.71  | 93.69        | 34.09  | 94.09        | 34.46  | 94.49        | 34.84  | 94.89        | 35.21  |
| 92.50        | 32.97  | 92.90        | 33.34  | 93.30        | 33.72  | 93.70        | 34.09  | 94.10        | 34.47  | 94.50        | 34.84  | 94.90        | 35.22  |
| 92.51        | 32.98  | 92.91        | 33.35  | 93.31        | 33.73  | 93.71        | 34.10  | 94.11        | 34.48  | 94.51        | 34.85  | 94.91        | 35.23  |
| 92.52        | 32.99  | 92.92        | 33.36  | 93.32        | 33.74  | 93.72        | 34.11  | 94.12        | 34.49  | 94.52        | 34.86  | 94.92        | 35.24  |
| 92.53        | 33.00  | 92.93        | 33.37  | 93.33        | 33.75  | 93.73        | 34.12  | 94.13        | 34.50  | 94.53        | 34.87  | 94.93        | 35.25  |
| 92.54        | 33.01  | 92.94        | 33.38  | 93.34        | 33.76  | 93.74        | 34.13  | 94.14        | 34.51  | 94.54        | 34.88  | 94.94        | 35.26  |
| 92.55        | 33.02  | 92.95        | 33.39  | 93.35        | 33.77  | 93.75        | 34.14  | 94.15        | 34.52  | 94.55        | 34.89  | 94.95        | 35.27  |
| 92.56        | 33.03  | 92.96        | 33.40  | 93.36        | 33.78  | 93.76        | 34.15  | 94.16        | 34.53  | 94.56        | 34.90  | 94.96        | 35.28  |
| 92.57        | 33.04  | 92.97        | 33.41  | 93.37        | 33.79  | 93.77        | 34.16  | 94.17        | 34.54  | 94.57        | 34.91  | 94.97        | 35.29  |
| 92.58        | 33.04  | 92.98        | 33.42  | 93.38        | 33.79  | 93.78        | 34.17  | 94.18        | 34.54  | 94.58        | 34.92  | 94.98        | 35.29  |
| 92.59        | 33.05  | 92.99        | 33.43  | 93.39        | 33.80  | 93.79        | 34.18  | 94.19        | 34.55  | 94.59        | 34.93  | 94.99        | 35.30  |
| 92.60        | 33.06  | 93.00        | 33.44  | 93.40        | 33.81  | 93.80        | 34.19  | 94.20        | 34.56  | 94.60        | 34.94  | 95.00        | 35.31  |
| 92.61        | 33.07  | 93.01        | 33.45  | 93.41        | 33.82  | 93.81        | 34.20  | 94.21        | 34.57  | 94.61        | 34.95  | 95.01        | 35.32  |
| 92.62        | 33.08  | 93.02        | 33.46  | 93.42        | 33.83  | 93.82        | 34.21  | 94.22        | 34.58  | 94.62        | 34.96  | 95.02        | 35.33  |
| 92.63        | 33.09  | 93.03        | 33.47  | 93.43        | 33.84  | 93.83        | 34.22  | 94.23        | 34.59  | 94.63        | 34.97  | 95.03        | 35.34  |
| 92.64        | 33.10  | 93.04        | 33.48  | 93.44        | 33.85  | 93.84        | 34.23  | 94.24        | 34.60  | 94.64        | 34.98  | 95.04        | 35.35  |
| 92.65        | 33.11  | 93.05        | 33.49  | 93.45        | 33.86  | 93.85        | 34.24  | 94.25        | 34.61  | 94.65        | 34.99  | 95.05        | 35.36  |
| 92.66        | 33.12  | 93.06        | 33.49  | 93.46        | 33.87  | 93.86        | 34.24  | 94.26        | 34.62  | 94.66        | 34.99  | 95.06        | 35.37  |
| 92.67        | 33.13  | 93.07        | 33.50  | 93.47        | 33.88  | 93.87        | 34.25  | 94.27        | 34.63  | 94.67        | 35.00  | 95.07        | 35.38  |
| 92.68        | 33.14  | 93.08        | 33.51  | 93.48        | 33.89  | 93.88        | 34.26  | 94.28        | 34.64  | 94.68        | 35.01  | 95.08        | 35.39  |
| 92.69        | 33.15  | 93.09        | 33.52  | 93.49        | 33.90  | 93.89        | 34.27  | 94.29        | 34.65  | 94.69        | 35.02  | 95.09        | 35.40  |
| 92.70        | 33.16  | 93.10        | 33.53  | 93.50        | 33.91  | 93.90        | 34.28  | 94.30        | 34.66  | 94.70        | 35.03  | 95.10        | 35.41  |
| 92.71        | 33.17  | 93.11        | 33.54  | 93.51        | 33.92  | 93.91        | 34.29  | 94.31        | 34.67  | 94.71        | 35.04  | 95.11        | 35.42  |
| 92.72        | 33.18  | 93.12        | 33.55  | 93.52        | 33.93  | 93.92        | 34.30  | 94.32        | 34.68  | 94.72        | 35.05  | 95.12        | 35.43  |
| 92.73        | 33.19  | 93.13        | 33.56  | 93.53        | 33.94  | 93.93        | 34.31  | 94.33        | 34.69  | 94.73        | 35.06  | 95.13        | 35.44  |
| 92.74        | 33.19  | 93.14        | 33.57  | 93.54        | 33.94  | 93.94        | 34.32  | 94.34        | 34.69  | 94.74        | 35.07  | 95.14        | 35.44  |
| 92.75        | 33.20  | 93.15        | 33.58  | 93.55        | 33.95  | 93.95        | 34.33  | 94.35        | 34.70  | 94.75        | 35.08  | 95.15        | 35.45  |
| 92.76        | 33.21  | 93.16        | 33.59  | 93.56        | 33.96  | 93.96        | 34.34  | 94.36        | 34.71  | 94.76        | 35.09  | 95.16        | 35.46  |
| 92.77        | 33.22  | 93.17        | 33.60  | 93.57        | 33.97  | 93.97        | 34.35  | 94.37        | 34.72  | 94.77        | 35.10  | 95.17        | 35.47  |
| 92.78        | 33.23  | 93.18        | 33.61  | 93.58        | 33.98  | 93.98        | 34.36  | 94.38        | 34.73  | 94.78        | 35.11  | 95.18        | 35.48  |
| 92.79        | 33.24  | 93.19        | 33.62  | 93.59        | 33.99  | 93.99        | 34.37  | 94.39        | 34.74  | 94.79        | 35.12  | 95.19        | 35.49  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA**  
**TABLA DE PONDERACIÓN PARA EL FACTOR DE**  
**FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos | Calificación | Puntos |
|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 95.20        | 35.50  | 95.60        | 35.88  | 96.00        | 36.25  | 96.40        | 36.63  | 96.80        | 37.00  | 97.20        | 37.38  | 97.60        | 37.75  |
| 95.21        | 35.51  | 95.61        | 35.89  | 96.01        | 36.26  | 96.41        | 36.63  | 96.81        | 37.01  | 97.21        | 37.38  | 97.61        | 37.76  |
| 95.22        | 35.52  | 95.62        | 35.89  | 96.02        | 36.27  | 96.42        | 36.64  | 96.82        | 37.02  | 97.22        | 37.39  | 97.62        | 37.77  |
| 95.23        | 35.53  | 95.63        | 35.90  | 96.03        | 36.28  | 96.43        | 36.65  | 96.83        | 37.03  | 97.23        | 37.40  | 97.63        | 37.78  |
| 95.24        | 35.54  | 95.64        | 35.91  | 96.04        | 36.29  | 96.44        | 36.66  | 96.84        | 37.04  | 97.24        | 37.41  | 97.64        | 37.79  |
| 95.25        | 35.55  | 95.65        | 35.92  | 96.05        | 36.30  | 96.45        | 36.67  | 96.85        | 37.05  | 97.25        | 37.42  | 97.65        | 37.80  |
| 95.26        | 35.56  | 95.66        | 35.93  | 96.06        | 36.31  | 96.46        | 36.68  | 96.86        | 37.06  | 97.26        | 37.43  | 97.66        | 37.81  |
| 95.27        | 35.57  | 95.67        | 35.94  | 96.07        | 36.32  | 96.47        | 36.69  | 96.87        | 37.07  | 97.27        | 37.44  | 97.67        | 37.82  |
| 95.28        | 35.58  | 95.68        | 35.95  | 96.08        | 36.33  | 96.48        | 36.70  | 96.88        | 37.08  | 97.28        | 37.45  | 97.68        | 37.83  |
| 95.29        | 35.59  | 95.69        | 35.96  | 96.09        | 36.34  | 96.49        | 36.71  | 96.89        | 37.08  | 97.29        | 37.46  | 97.69        | 37.83  |
| 95.30        | 35.59  | 95.70        | 35.97  | 96.10        | 36.34  | 96.50        | 36.72  | 96.90        | 37.09  | 97.30        | 37.47  | 97.70        | 37.84  |
| 95.31        | 35.60  | 95.71        | 35.98  | 96.11        | 36.35  | 96.51        | 36.73  | 96.91        | 37.10  | 97.31        | 37.48  | 97.71        | 37.85  |
| 95.32        | 35.61  | 95.72        | 35.99  | 96.12        | 36.36  | 96.52        | 36.74  | 96.92        | 37.11  | 97.32        | 37.49  | 97.72        | 37.86  |
| 95.33        | 35.62  | 95.73        | 36.00  | 96.13        | 36.37  | 96.53        | 36.75  | 96.93        | 37.12  | 97.33        | 37.50  | 97.73        | 37.87  |
| 95.34        | 35.63  | 95.74        | 36.01  | 96.14        | 36.38  | 96.54        | 36.76  | 96.94        | 37.13  | 97.34        | 37.51  | 97.74        | 37.88  |
| 95.35        | 35.64  | 95.75        | 36.02  | 96.15        | 36.39  | 96.55        | 36.77  | 96.95        | 37.14  | 97.35        | 37.52  | 97.75        | 37.89  |
| 95.36        | 35.65  | 95.76        | 36.03  | 96.16        | 36.40  | 96.56        | 36.78  | 96.96        | 37.15  | 97.36        | 37.53  | 97.76        | 37.90  |
| 95.37        | 35.66  | 95.77        | 36.04  | 96.17        | 36.41  | 96.57        | 36.78  | 96.97        | 37.16  | 97.37        | 37.53  | 97.77        | 37.91  |
| 95.38        | 35.67  | 95.78        | 36.04  | 96.18        | 36.42  | 96.58        | 36.79  | 96.98        | 37.17  | 97.38        | 37.54  | 97.78        | 37.92  |
| 95.39        | 35.68  | 95.79        | 36.05  | 96.19        | 36.43  | 96.59        | 36.80  | 96.99        | 37.18  | 97.39        | 37.55  | 97.79        | 37.93  |
| 95.40        | 35.69  | 95.80        | 36.06  | 96.20        | 36.44  | 96.60        | 36.81  | 97.00        | 37.19  | 97.40        | 37.56  | 97.80        | 37.94  |
| 95.41        | 35.70  | 95.81        | 36.07  | 96.21        | 36.45  | 96.61        | 36.82  | 97.01        | 37.20  | 97.41        | 37.57  | 97.81        | 37.95  |
| 95.42        | 35.71  | 95.82        | 36.08  | 96.22        | 36.46  | 96.62        | 36.83  | 97.02        | 37.21  | 97.42        | 37.58  | 97.82        | 37.96  |
| 95.43        | 35.72  | 95.83        | 36.09  | 96.23        | 36.47  | 96.63        | 36.84  | 97.03        | 37.22  | 97.43        | 37.59  | 97.83        | 37.97  |
| 95.44        | 35.73  | 95.84        | 36.10  | 96.24        | 36.48  | 96.64        | 36.85  | 97.04        | 37.23  | 97.44        | 37.60  | 97.84        | 37.98  |
| 95.45        | 35.74  | 95.85        | 36.11  | 96.25        | 36.48  | 96.65        | 36.86  | 97.05        | 37.23  | 97.45        | 37.61  | 97.85        | 37.98  |
| 95.46        | 35.74  | 95.86        | 36.12  | 96.26        | 36.49  | 96.66        | 36.87  | 97.06        | 37.24  | 97.46        | 37.62  | 97.86        | 37.99  |
| 95.47        | 35.75  | 95.87        | 36.13  | 96.27        | 36.50  | 96.67        | 36.88  | 97.07        | 37.25  | 97.47        | 37.63  | 97.87        | 38.00  |
| 95.48        | 35.76  | 95.88        | 36.14  | 96.28        | 36.51  | 96.68        | 36.89  | 97.08        | 37.26  | 97.48        | 37.64  | 97.88        | 38.01  |
| 95.49        | 35.77  | 95.89        | 36.15  | 96.29        | 36.52  | 96.69        | 36.90  | 97.09        | 37.27  | 97.49        | 37.65  | 97.89        | 38.02  |
| 95.50        | 35.78  | 95.90        | 36.16  | 96.30        | 36.53  | 96.70        | 36.91  | 97.10        | 37.28  | 97.50        | 37.66  | 97.90        | 38.03  |
| 95.51        | 35.79  | 95.91        | 36.17  | 96.31        | 36.54  | 96.71        | 36.92  | 97.11        | 37.29  | 97.51        | 37.67  | 97.91        | 38.04  |
| 95.52        | 35.80  | 95.92        | 36.18  | 96.32        | 36.55  | 96.72        | 36.93  | 97.12        | 37.30  | 97.52        | 37.68  | 97.92        | 38.05  |
| 95.53        | 35.81  | 95.93        | 36.19  | 96.33        | 36.56  | 96.73        | 36.93  | 97.13        | 37.31  | 97.53        | 37.68  | 97.93        | 38.06  |
| 95.54        | 35.82  | 95.94        | 36.19  | 96.34        | 36.57  | 96.74        | 36.94  | 97.14        | 37.32  | 97.54        | 37.69  | 97.94        | 38.07  |
| 95.55        | 35.83  | 95.95        | 36.20  | 96.35        | 36.58  | 96.75        | 36.95  | 97.15        | 37.33  | 97.55        | 37.70  | 97.95        | 38.08  |
| 95.56        | 35.84  | 95.96        | 36.21  | 96.36        | 36.59  | 96.76        | 36.96  | 97.16        | 37.34  | 97.56        | 37.71  | 97.96        | 38.09  |
| 95.57        | 35.85  | 95.97        | 36.22  | 96.37        | 36.60  | 96.77        | 36.97  | 97.17        | 37.35  | 97.57        | 37.72  | 97.97        | 38.10  |
| 95.58        | 35.86  | 95.98        | 36.23  | 96.38        | 36.61  | 96.78        | 36.98  | 97.18        | 37.36  | 97.58        | 37.73  | 97.98        | 38.11  |
| 95.59        | 35.87  | 95.99        | 36.24  | 96.39        | 36.62  | 96.79        | 36.99  | 97.19        | 37.37  | 97.59        | 37.74  | 97.99        | 38.12  |



**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA  
TABLA DE PONDERACIÓN PARA EL FACTOR DE  
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

| Calificación | Puntos |
|--------------|--------|
| 98.00        | 38.13  |
| 98.01        | 38.13  |
| 98.02        | 38.14  |
| 98.03        | 38.15  |
| 98.04        | 38.16  |
| 98.05        | 38.17  |
| 98.06        | 38.18  |
| 98.07        | 38.19  |
| 98.08        | 38.20  |
| 98.09        | 38.21  |
| 98.10        | 38.22  |
| 98.11        | 38.23  |
| 98.12        | 38.24  |
| 98.13        | 38.25  |
| 98.14        | 38.26  |
| 98.15        | 38.27  |
| 98.16        | 38.28  |
| 98.17        | 38.28  |
| 98.18        | 38.29  |
| 98.19        | 38.30  |
| 98.20        | 38.31  |
| 98.21        | 38.32  |
| 98.22        | 38.33  |
| 98.23        | 38.34  |
| 98.24        | 38.35  |
| 98.25        | 38.36  |
| 98.26        | 38.37  |
| 98.27        | 38.38  |
| 98.28        | 38.39  |
| 98.29        | 38.40  |
| 98.30        | 38.41  |
| 98.31        | 38.42  |
| 98.32        | 38.43  |
| 98.33        | 38.43  |
| 98.34        | 38.44  |
| 98.35        | 38.45  |
| 98.36        | 38.46  |
| 98.37        | 38.47  |
| 98.38        | 38.48  |
| 98.39        | 38.49  |

| Calificación | Puntos |
|--------------|--------|
| 98.40        | 38.50  |
| 98.41        | 38.51  |
| 98.42        | 38.52  |
| 98.43        | 38.53  |
| 98.44        | 38.54  |
| 98.45        | 38.55  |
| 98.46        | 38.56  |
| 98.47        | 38.57  |
| 98.48        | 38.58  |
| 98.49        | 38.58  |
| 98.50        | 38.59  |
| 98.51        | 38.60  |
| 98.52        | 38.61  |
| 98.53        | 38.62  |
| 98.54        | 38.63  |
| 98.55        | 38.64  |
| 98.56        | 38.65  |
| 98.57        | 38.66  |
| 98.58        | 38.67  |
| 98.59        | 38.68  |
| 98.60        | 38.69  |
| 98.61        | 38.70  |
| 98.62        | 38.71  |
| 98.63        | 38.72  |
| 98.64        | 38.73  |
| 98.65        | 38.73  |
| 98.66        | 38.74  |
| 98.67        | 38.75  |
| 98.68        | 38.76  |
| 98.69        | 38.77  |
| 98.70        | 38.78  |
| 98.71        | 38.79  |
| 98.72        | 38.80  |
| 98.73        | 38.81  |
| 98.74        | 38.82  |
| 98.75        | 38.83  |
| 98.76        | 38.84  |
| 98.77        | 38.85  |
| 98.78        | 38.86  |
| 98.79        | 38.87  |

| Calificación | Puntos |
|--------------|--------|
| 98.80        | 38.88  |
| 98.81        | 38.88  |
| 98.82        | 38.89  |
| 98.83        | 38.90  |
| 98.84        | 38.91  |
| 98.85        | 38.92  |
| 98.86        | 38.93  |
| 98.87        | 38.94  |
| 98.88        | 38.95  |
| 98.89        | 38.96  |
| 98.90        | 38.97  |
| 98.91        | 38.98  |
| 98.92        | 38.99  |
| 98.93        | 39.00  |
| 98.94        | 39.01  |
| 98.95        | 39.02  |
| 98.96        | 39.03  |
| 98.97        | 39.03  |
| 98.98        | 39.04  |
| 98.99        | 39.05  |
| 99.00        | 39.06  |
| 99.01        | 39.07  |
| 99.02        | 39.08  |
| 99.03        | 39.09  |
| 99.04        | 39.10  |
| 99.05        | 39.11  |
| 99.06        | 39.12  |
| 99.07        | 39.13  |
| 99.08        | 39.14  |
| 99.09        | 39.15  |
| 99.10        | 39.16  |
| 99.11        | 39.17  |
| 99.12        | 39.18  |
| 99.13        | 39.18  |
| 99.14        | 39.19  |
| 99.15        | 39.20  |
| 99.16        | 39.21  |
| 99.17        | 39.22  |
| 99.18        | 39.23  |
| 99.19        | 39.24  |

| Calificación | Puntos |
|--------------|--------|
| 99.20        | 39.25  |
| 99.21        | 39.26  |
| 99.22        | 39.27  |
| 99.23        | 39.28  |
| 99.24        | 39.29  |
| 99.25        | 39.30  |
| 99.26        | 39.31  |
| 99.27        | 39.32  |
| 99.28        | 39.33  |
| 99.29        | 39.33  |
| 99.30        | 39.34  |
| 99.31        | 39.35  |
| 99.32        | 39.36  |
| 99.33        | 39.37  |
| 99.34        | 39.38  |
| 99.35        | 39.39  |
| 99.36        | 39.40  |
| 99.37        | 39.41  |
| 99.38        | 39.42  |
| 99.39        | 39.43  |
| 99.40        | 39.44  |
| 99.41        | 39.45  |
| 99.42        | 39.46  |
| 99.43        | 39.47  |
| 99.44        | 39.48  |
| 99.45        | 39.48  |
| 99.46        | 39.49  |
| 99.47        | 39.50  |
| 99.48        | 39.51  |
| 99.49        | 39.52  |
| 99.50        | 39.53  |
| 99.51        | 39.54  |
| 99.52        | 39.55  |
| 99.53        | 39.56  |
| 99.54        | 39.57  |
| 99.55        | 39.58  |
| 99.56        | 39.59  |
| 99.57        | 39.60  |
| 99.58        | 39.61  |
| 99.59        | 39.62  |

| Calificación | Puntos |
|--------------|--------|
| 99.60        | 39.63  |
| 99.61        | 39.63  |
| 99.62        | 39.64  |
| 99.63        | 39.65  |
| 99.64        | 39.66  |
| 99.65        | 39.67  |
| 99.66        | 39.68  |
| 99.67        | 39.69  |
| 99.68        | 39.70  |
| 99.69        | 39.71  |
| 99.70        | 39.72  |
| 99.71        | 39.73  |
| 99.72        | 39.74  |
| 99.73        | 39.75  |
| 99.74        | 39.76  |
| 99.75        | 39.77  |
| 99.76        | 39.78  |
| 99.77        | 39.78  |
| 99.78        | 39.79  |
| 99.79        | 39.80  |
| 99.80        | 39.81  |
| 99.81        | 39.82  |
| 99.82        | 39.83  |
| 99.83        | 39.84  |
| 99.84        | 39.85  |
| 99.85        | 39.86  |
| 99.86        | 39.87  |
| 99.87        | 39.88  |
| 99.88        | 39.89  |
| 99.89        | 39.90  |
| 99.90        | 39.91  |
| 99.91        | 39.92  |
| 99.92        | 39.93  |
| 99.93        | 39.93  |
| 99.94        | 39.94  |
| 99.95        | 39.95  |
| 99.96        | 39.96  |
| 99.97        | 39.97  |
| 99.98        | 39.98  |
| 99.99        | 39.99  |

| Calificación | Puntos |
|--------------|--------|
| 100.00       | 40.00  |