

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Seventeenth Congress
First Regular Session

House Bill No. 4453



Introduced by: REPRESENTATIVE ARTHUR C. YAP

EXPLANATORY NOTE

The high incidence of unemployment in the Philippines today is largely attributable to 'skills gaps or mismatch' in many industries that makes it difficult for employers to find the right workers for their needs. This mismatch problem spans job categories ranging from the relatively low-skilled to highly specialized ones, and is seen in both the private and public sectors. To address the issue, there is a need for training institutions to be in close coordination with potential employers to guide the former in the determination of skills that need to be developed that are most responsive to the needs of the firms.

To achieve this objective, a skills certification program is necessary to assess and profile the work-related skills of workers entering the workforce and determine their work-related competencies identified by employers as required for entry-level employment and career advancement. Currently, various institutions in the country have generated and developed skills certification programs based on local and industry-specific needs.

For example, the Skills Certificate Equivalency Program (SCEP) is a collaborative partnership between the Technical Education and Skills Development Authority (TESDA) and the Civil Service Commission (CSC), which aims to grant civil service eligibility to government skilled workers. It involves the issuance of TESDA Competency Certificate to those who shall successfully demonstrated competence in specific qualifications.

This bill mandates the periodic evaluation of skills certification programs and to determine which skills certifications are most desired by employers and employees. It also aims to make information and materials about skills certification programs available to eligible entities providing job trainings to facilitate the tuning of their training programs to the needs of firms and employers.

For the foregoing reasons, the immediate consideration and approval of the bill is earnestly urged.

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ATTY. ARTHUR C. YAP
Representative

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AN ACT
MANDATING AND INSTITUTIONALIZING A COMPULSORY
EVALUATION OF SKILLS CERTIFICATION PROGRAMS

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled.

SECTION 1. *Title.*– This Act shall be known as the ‘Skills Standard Certification Evaluation Act’.

SECTION 2. *Evaluation of Skills Standard Certification Process.* - The Secretary of Labor and Employment (DOLE), the Secretary of Education (DepEd) and the Director-General of Technical Education and Skills Development Authority (TESDA), in consultation with each other through an inter-agency committee, shall conduct evaluation of skills certification programs in order to:

- a) Determine the best practices models for skills certification programs;
- b) Rank the skills certification programs available in an industry based on the evaluation criteria described in Section 3 hereof; and,
- c) Make recommendations on the following:
 - 1) The merits of a unified approach to programs of skills certification as compared to multiple regional and local skills certification programs; and,
 - 2) Ways to streamline, whenever practicable, duplicative and similar skills certification into a single, widely recognized certification.

SECTION 3. *Criteria for Evaluation.* - The evaluation of the skills certification programs under this Act shall be based on the following criteria:

- 1) Overall usefulness of the skills certification programs for workers and employers;

- 2) The demand from industries for workers with the skills provided and certified through the skills certification programs;
- 3) Industry involvement in the development of the skills standards included in the skills certification programs;
- 4) Industry recognition of the certifications awarded under the skills certification programs;
- 5) The success of the skills certification programs based on the criteria laid down in this section, including:
 - a) The number of individuals who have successfully completed the skills certification programs;
 - b) The number of such individuals who are employed in their respective fields utilizing the skills provided and certified through the skills certification programs; and,
 - c) The length of time that such individuals have been so employed.
- 6) The level of recognition of the skills certification programs as of the time of evaluations, including assessments of:
 - a) How widespread the skills certification programs are used;
 - b) The number of entities, including institutions of higher learning, that have used the skills certification programs;
 - c) Whether the skills provided and certified through the skills certification programs are reasonably and practically useful.
- 7) Cooperative cooperation in the development of the skills certification programs, such as whether the standards of the skills certification programs were created in consultation with relevant stakeholders, including business, labor, and community organizations, and whether such stakeholders still support and use the said standards.
- 8) The ease of sharing the skills certification programs, including the portability and the versatility of the materials used, and whether the certification programs require the

educators to have access to specific or extensive materials or equipment not usually found in classrooms.

SECTION 4. *Information Dissemination* - The inter-agency committee shall post the results of the evaluations, the ranking of skills certification programs or the best practices of such programs, and the recommendations, as described in Section 2 hereof, on the Internet. Such information shall also be made available in print form to interested parties, including technical colleges and institutions, organizations providing workers' trainings, industries, and community organization.

SECTION 5. *Implementing Rules and Regulations* - The TESDA, in consultation with the DepEd and the Department of Labor and the Senate Committee on Labor and Employment and the House Committee on Overseas Workers Affairs, shall, within sixty (60) days from the effectivity of this Act, issue the rules and regulations necessary for the effective implementation of this Act.

SECTION 6. *Separability Clause*. - If any of the provisions of this Act is declared invalid or unconstitutional, the remaining parts or provisions hereof not affected thereby shall remain in full force and effect.

SECTION 7. *Repealing Clause*. - All laws, decrees, executive orders, proclamations, rules and regulations, and issuances, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 8. *Effectivity Clause*. - This Act shall take effect fifteen (15) days after its publication in at least two (2) national newspapers of general circulation.

Approved.