

Republic of the Philippines  
**House of Representatives**  
Quezon City

**SEVENTEENTH CONGRESS**  
**Second Regular Session**

HOUSE BILL NO. **6051**



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**Introduced by Representative EDGAR R. ERICE**

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***EXPLANATORY NOTE***

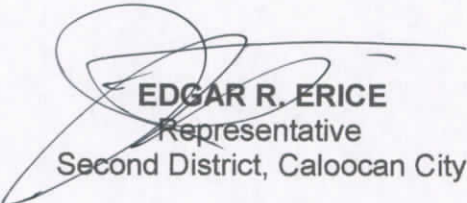
Youth unemployment and lack of a skilled and trained workers are among the issues facing the Philippine labor market. The former represents the inability of fresh graduates to find employment, which leaves the potential economic advantages of our young population untapped. The latter hampers the development of technical and knowledge-intensive firms and industries which are key to sustained economic growth.

This bill seeks to address these two problems in one stroke.

On-the-job trainings, as per the Commission on Higher Education Memorandum Order No. 23, series of 2009, "[provides] tertiary students... the opportunity to acquire practical knowledge, skills, and desirable attitudes and values in reputable establishments/industries." As such, completion of the OJT program instills in students the necessary practical skills that complement the theoretical knowledge acquired in their education. Meanwhile, the host establishments are given an opportunity to augment their undermanned functions and address shortages in their workforce.

This bill seeks to extend this mutually beneficial relationship between the establishment and student-trainee, who is expected to be well-trained as well as versed in the needs and culture of the establishment. In a broad scale, it is hoped that this bill will help address youth unemployment and contribute to the development of a well-trained labor force.

In view of the foregoing, the passage of this bill is earnestly sought.

  
**EDGAR R. ERICE**  
Representative  
Second District, Caloocan City

Republic of the Philippines  
House of Representatives  
Quezon City

SEVENTEENTH CONGRESS  
Second Regular Session

HOUSE BILL NO. 6051

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Introduced by Representative EDGAR R. ERICE

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AN ACT  
REQUIRING PUBLIC AND PRIVATE INSTITUTIONS THAT HAVE HOSTED ON-  
THE-JOB TRAINEES (OJTS) TO ABSORB OJTS AS REGULAR EMPLOYEES  
UPON GRADUATION

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

**SECTION 1.** Students who have completed at least six (6) months of on-the-job training shall be absorbed by their Host Training Establishments (HTEs) as regular employees upon the student's graduation and pending completion of the HTE's hiring process.

**SEC 2.** The trainee shall have upon his discretion the right to refuse employment with the HTE.

**SEC 3.** The appropriate authority in the HTE shall maintain a roll of completers of the on-the-job training and shall coordinate with the higher education institution to be informed of the status of their trainees. The aforementioned rolls shall also be made available to the Commission on Higher Education for accountability purposes.

**SEC 4.** The trainee shall be exempt from probationary employment. The trainee's on-the-job training shall count towards his/her work experience.

**SEC 5. Separability Clause.** - If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

**SEC 6. Repealing Clause.** - All laws, decrees, executive orders, rules and regulations inconsistent with this Act are hereby repealed and/or modified accordingly.

**SEC 7. Effectivity.** - This Act shall take effect after fifteen (15) days following the completion of its publication in the *Official Gazette* or in at least two (2) national newspapers of general circulation.

Approved,