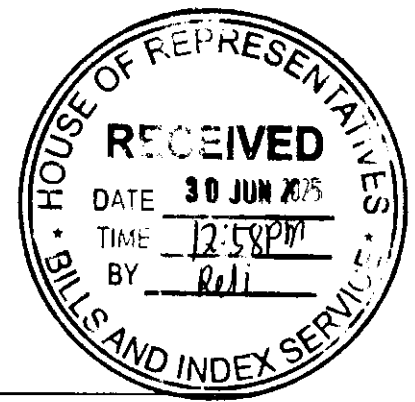


TWENTIETH CONGRESS)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

HOUSE BILL NO. 268



Introduced by Representative Johanne Monich G. Bautista

AN ACT INSTITUTIONALIZING TRABAHO CENTERS IN CITIES AND MUNICIPALITIES, CAREER AND EMPLOYMENT SERVICE OFFICES IN STATE UNIVERSITIES AND COLLEGES AND PUBLIC HIGH SCHOOLS, AND TRABAHO INFORMATION SYSTEM, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Panalo Tayo 'Pag May TRABAHO Para sa Bayan. It is the right of every Filipino to work. Every Filipino deserves access to meaningful, inclusive, and sustainable work opportunities. And yet, millions of Filipino workers continue to face unemployment, underemployment, and limited access to employment opportunities. This shows the struggle of Filipinos who are ready and willing to work, but lack the means to access employment that is secure and suited to their potential.

This bill seeks to confront and address long-standing systemic gaps in the country's employment landscape by upgrading and improving the capacities of the existing Public Employment Service Offices (PESOs) into Trabaho Centers. This measure directly addresses not only unemployment, but the problem of underemployment—the struggle of many job seekers to find work that matches their potential, skills, and capabilities. Through targeted job matching and localized labor market information, Trabaho Centers will help individuals identify opportunities suited to their qualifications. And where no immediate match exists, job seekers will be provided services for career guidance, career counselling, and referral to programs for skills development.

As one-stop shops, Trabaho Centers will offer a standardized yet localized system for employment facilitation services across all cities and municipalities, state universities and colleges, and public high schools. These centers will provide job seekers access to verified job vacancies, job and skill matching tools, skill development and livelihood programs, and assistance in securing pre-employment documentary requirements. Targeted interventions and programs will also be created to support the employment and livelihood of special or vulnerable groups, such as of out-of-school-youth, displaced workers, persons with disabilities, senior citizens, and indigenous people. Employers will also stand to benefit by gaining access to a reliable pool of qualified, community-based applicants. This will ensure the seamless and efficient connection between job seekers and employers, improve workforce alignment with industry needs, and reduce the time and cost it takes for Filipinos to find work suited to their skills.

To streamline the delivery of the necessary government services, Trabaho Centers shall operate under the supervision of the Trabaho Center Council (TCC). The TCC shall be

composed of key national government agencies, and representatives from workers in the formal and informal sectors, and employers. This ensures a more holistic and responsive approach to improve access to inclusive and sustainable employment opportunities for all Filipino workers, and to empower them by providing access to programs that foster skills development, and professional growth and advancement.

This bill also establishes the Trabaho Information System, an upgraded and streamlined version of the current PESO Employment Information System. This System is an accessible digital platform to support data-driven employment matching that is uniform across the country. This measure also ensures the continuity of government service by absorbing existing PESO employees and the Community Training and Employment Coordinators (CTECs) into the Trabaho Center structure. This ensures the preservation of institutional memory and expertise and seamless transition.

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


JOHANNE MONICH G. BAUTISTA
Representative, TRABAHO Party-List

Introduced by Representative Johanne Monich G. Bautista

AN ACT INSTITUTIONALIZING TRABAHO CENTERS IN CITIES AND MUNICIPALITIES, CAREER AND EMPLOYMENT SERVICE OFFICES IN STATE UNIVERSITIES AND COLLEGES AND PUBLIC HIGH SCHOOLS, AND TRABAHO INFORMATION SYSTEM, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

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

**CHAPTER I
GENERAL PROVISIONS**

Section 1. Short Title. — This Act shall be known as the “*Trabaho Center Act*.”

Section 2. Declaration of Policy. — It is the declared policy of the State to promote full employment and equality of employment opportunities for all, and to afford full protection to labor.

Further, pursuant to the Constitutional provisions recognizing labor as a primary social economic force, the State shall institutionalize accessible, efficient, and effective employment facilitation services to connect Filipino workers with suitable employment opportunities, and to enhance their employability.

Section 3. Objectives. – It is the goal and objective of this Act to:

- (a) Enhance the accessibility and the delivery of employment facilitation services through the creation of a digital platform, and through the establishment of one-stop shop employment centers in the community level;
- (b) Provide holistic support for the full employment of Filipinos through the establishment of a coordination council among the relevant national government agencies and local government units;
- (c) Empower the Filipino workforce by providing access to programs for skills development, upskilling, reskilling, professional growth and advancement, enterprise development, and comprehensive career guidance and employment coaching;
- (d) Collaborate with the private sector to understand, support, and address the employers’ employment needs, and ensure that education and training institutions provide the relevant skills and knowledge in the labor market;
- (e) Promote inclusive employment opportunities through the creation and implementation of specific programs and targeted interventions for vulnerable groups, such as senior citizens, persons with disabilities, out-of-school youth, and indigenous people;

- (f) Strengthen the collection and dissemination of labor market information to guide all stakeholders;
- (g) Facilitate greater communication and better matching between prospective employers and job applicants through the use of data-driven and analytics-based system;
- (h) Reduce overall costs incurred by employers and job seekers in the job placement process; and
- (i) Protect both employers and job seekers from unscrupulous recruitment, hiring, and employment practices through proper government supervision.

Section 4. Definition of Terms. — For the purpose of this Act, the following terms shall refer to:

- (a) *CTEC* refers to the Community Training and Employment Coordinators who are trained by the Technical Education and Skills Development Authority (TESDA) to plan, organize, manage, and monitor community-based training and enterprise development programs at the local government units, pursuant to Department of the Interior and Local Government Memorandum Circular No. 2003-174 dated August 25, 2003.
- (b) *DBM* refers to the Department of Budget and Management.
- (c) *DILG* refers to the Department of the Interior and Local Government.
- (d) *DOLE* refers to the Department of Labor and Employment.
- (e) *Employment Facilitation Services* refer to the services or assistance provided by the Trabaho Center relating to job matching; skill matching; facilitating the hiring or engagement of individuals for employment, based on their qualifications, skills, and preferences, in accordance with the requirements and standards set by private entities; and employment support services, including but not limited to, assessment and referral to programs for skills training, upskilling, and reskilling, career guidance and counselling, and other employment-related assistance.
- (f) *LGU* refers to local government unit.
- (g) *Pre-Employment Requirements* refer to the application, registration, transfer of registration, or update of registration with the Home Development Mutual Fund (Pag-IBIG), Philippine Health Insurance Corporation (PhilHealth), Bureau of Internal Revenue (BIR), National Bureau of Investigation (NBI), Philippine National Police (PNP), and/or Social Security System (SSS) for employment purposes.
- (h) *Public Employment Service Office (PESO)* refers to the office created under Republic Act No. 8759, otherwise known as the “Public Employment Service Office Act of 1999,” as amended by Republic Act No. 10691, operated and maintained by LGUs, linked to the regional offices of the DOLE for coordination and technical supervision, and to the DOLE central office, to constitute the national public employment service network. It is established under the office of the governor, city or municipal mayor. It may also be established, upon request, by accredited nongovernment organizations (NGOs) or educational institutions (EIs).
- (i) *PESO Employment Information System (PEIS)* refers to the existing online platform initiated by the DOLE containing a database of active manpower supply with profiles of all persons and employers registered under the DOLE’s National Skills Registration Program (NSRP), information on the qualifications and skills of the applications, and the job vacancies posted by the employers, maintained and updated by participating PESOs.

- (j) *SUCs* refer to state universities and colleges.
- (k) *TESDA* refers to the Technical Education and Skills Development Authority.
- (l) *Trabaho Center* refers to the one-stop shop located in local government units, SUCs, and public high schools designed to provide Employment Facilitation Services.
- (m) *Trabaho Center Council (TCC)* shall oversee and supervise the establishment and operations of the Trabaho Centers pursuant to Chapter IV of this Act.
- (n) *Verified Applicants* refer to individuals who are job seekers and who have: (1) duly registered with the Trabaho Information System established under this Act; and (2) complied with the required submission of legal documents as enumerated under Section 15 of this Act.
- (o) *Verified Employers* refer to corporations, partnerships, cooperatives, non-government organizations, or sole proprietors which are: (1) duly organized and existing under Philippine laws and labor regulations; (2) have duly registered with the Trabaho Information System established under this Act; and (3) have complied with the required submission of legal documents as enumerated under Section 15 of this Act.

Verified Employers may also refer to employers who are engaged in trade or business required to register with the Trabaho Center, as well as private employers who have elected to register with the Trabaho Information System pursuant to Section 14 of this Act.

CHAPTER II TRABAHO CENTER

Section 5. Establishment of Trabaho Centers. —To streamline and enhance the delivery of employment facilitation services provided under Republic Act No. 8759 or the “Public Employment Service Office Act of 1999,” as amended, the implementation of and access to the Enterprise-Based Education and Training (EBET) Programs under Republic Act No. 12063 or the “Enterprise-Based Education and Training (EBET) Framework Act,” and the Community-Based Training for Enterprise Development Program of TESDA, the existing PESOs and CTECs shall be restructured and upgraded into one-stop shops called “Trabaho Center.”

The Trabaho Center shall be established in all offices of the city or municipal mayor, and shall be mandated to:

- (a) Provide localized, non-partisan, efficient, convenient, free of charge, accessible, and a standardized system of assistance for job placement and employment facilitation services.
- (b) Provide a venue where workers could explore and access employment and livelihood options, skills development, upskilling, and reskilling programs, and career guidance and coaching; and
- (c) Implement standards, protocols, and performance indicators set by the TCC according to its mandate under Title IV of this Act.

Subject to Civil Service rules, pertinent laws, rules, and regulations, personnel employed under the affected PESOs and CTECs shall automatically be absorbed by the corresponding Trabaho Centers.

Section 6. Functions of the Trabaho Center. – The Trabaho Center shall perform the following functions:

- (a) Serve as a one-stop shop for employment assistance services by providing a venue where job-seekers shall be:
 - (i) Given access to information on job vacancies, corresponding qualifications, employment requirements and compensation packages;
 - (ii) Evaluated for effective job matching, skills matching, and/or referral to training, livelihood, and/or self-employed programs offered by government, nongovernment organizations, and private entities;
 - (iii) Provided assistance in the initiation, preparation, and processing of their applications for their chosen employment opportunities;
 - (iv) Provided pre-employment counselling and orientation sessions;
 - (v) Given employability enhancement trainings or seminars; and
 - (vi) Assisted in securing their Pre-Employment Requirements.
- (b) Require private entities, falling under Section 14 of this Act, to submit to information as enumerated in Section 15 of this Act through the Trabaho Information System;
- (c) Engage and maintain relationships with local private entities to understand and support their hiring needs;
- (d) Develop and administer tests and evaluation tools to support effective job matching, training, and career counselling;
- (e) Manage and implement community-based skills training for enterprise development programs and assist in institutionalizing the same in the local development plans of LGUs;
- (f) Identify the training needs of the LGU in connection with the local employment opportunities and market demand;
- (g) Coordinate with the TESDA, industry partners, employers, and other stakeholders for the design and conduct of relevant, responsive and demand-driven training programs within the LGU;
- (h) Facilitate access to relevant livelihood programs and skills certification;
- (i) Provide re-employment assistance or access to livelihood programs for displaced workers;
- (j) Promote inclusive employment and livelihood opportunities through targeted interventions, programs, and assistance for special or vulnerable groups, such as out-of-school youth, persons with disabilities, senior citizens, and indigenous people, in coordination with the relevant government agencies;
- (k) Document, process, and utilize data from job placement activities to help study and shape institutional changes in the labor and employment landscape in the Philippines;
- (l) Collect real-time data for labor market information on the present number and nature of jobs, number and nature of job vacancies, skills in demand, compensation and incentives benchmarks, and projection of jobs in the establishments in the next five (5) years within their respective territorial jurisdictions, and regularly analyze and report such data to the TCC;
- (m) Periodically disseminate to stakeholders and the public localized labor market information based on their cities or municipalities and respective provinces;
- (n) Prepare and submit analyses and reports to the TCC to support evidence-based policy development and labor market planning of the government;

- (o) Coordinate with government agencies and education and training institutions to ensure the alignment of academic and technical training programs with current and foreseeable labor market demands;
- (p) Prepare and submit an annual employment plan with budgetary support to the local sanggunian;
- (q) Implement capacity-building programs and performance evaluation mechanisms for personnel in the Trabaho Center, as defined under Section 7 of this Act, to enhance the quality and efficiency of service delivery in Trabaho Centers; and
- (r) Perform such other functions as may be necessary to effectively carry out the objectives of this Act.

Section 7. Personnel Complement and Structural Organization. – The TCC shall determine and prescribe the personnel complement, their respective qualifications and competencies, provision for their technical trainings, and the departments and/or divisions of the Trabaho Center in accordance with the provisions of this Act.

The TCC shall ensure the appropriate plantilla positions and staffing pattern of the Trabaho Center, in coordination with the DBM.

Section 8. Administration of the Trabaho Centers. – Pending the TCC's issuance of the guidelines for the personnel complement and structural organization of Trabaho Centers, the existing PESOs and CTECs in LGUs shall continue to perform their respective functions under Trabaho Centers, subject to the provisions of this Act.

The LGUs shall be primarily responsible for the operation, administration, and maintenance of the Trabaho Center within their city or municipality, subject to the guidelines prescribed by the TCC on personnel complement and structural organization of Trabaho Centers.

The TCC, in coordination with the LGUs, shall explore innovative systems and establish partnerships with the private sector and relevant government agencies to support the implementation of this Act.

Section 9. Establishment of Career and Employment Services in State Universities and Colleges, and Public High Schools. – Trabaho Centers shall maintain and operate a Career and Employment Service Office (CESO) in every SUC and public high school within their respective territorial jurisdictions.

The CESOs shall serve as Trabaho Center station offices within SUCs and public high schools. The CESOs shall support the career development, employment readiness, and job placement of their students and graduates.

The CESOs shall perform the following functions:

- (a) Serve as an on-campus Trabaho Center station dedicated to providing career guidance, career coaching, and job matching assistance to students and graduates;
- (b) Facilitate linkages with local employers for internships, apprenticeships, on-the-job-training, and employment opportunities;
- (c) Offer pre-employment support services including, but not limited to, resume writing workshops, mock interviews, and seminars on job-readiness and professional readiness;
- (d) Assist students in securing pre-employment documents; and
- (e) Maintain a graduate tracking system and submit regular reports to the Trabaho Center to support evidence-based policy development and labor market planning, subject to the provisions of

Republic Act No. 10173 or the “Data Privacy Act of 2012,” and other relevant laws, rules, and regulations.

An accredited private educational institution may submit a request to the Trabaho Center within its LGU for the establishment and maintenance of a CESO in its campus.

The Trabaho Center shall deploy a CES Officer to serve as the focal person for employment facilitation and career development in the SUC, public highschool, or requesting private educational institution, subject to the qualifications and competencies as may be prescribed by the TCC.

Section 10. Localized Processing of Pre-Employment Requirements – To ensure the efficient delivery of employment facilitation services and reduce the costs for job seekers, Trabaho Center shall function as a one-stop shop where job seekers can process and secure government-issued pre-employment requirements.

To this end, subject to Republic Act No. 10173 or the “Data Privacy Act of 2012,” and other relevant laws, rules or regulations, the Trabaho Center shall have a dedicated government desk for the following government agencies for purposes of accepting and processing applications and transactions for employment-related documents and clearances:

- (a) Philippine Statistics Authority;
- (b) Bureau of Internal Revenue;
- (c) Social Security System;
- (d) Philippine Health Insurance Corporation or PhilHealth;
- (e) Home Mutual Development Fund or Pag-IBIG;
- (f) National Bureau of Investigation; and
- (g) Philippine National Police.

The aforementioned government agencies shall designate personnel, establish satellite desks, or enter into cooperative arrangements with Trabaho Centers to assist in the processing of the said documents and clearances.

The said government agencies shall ensure the timely delivery of the requested documents and clearances, and the prompt facilitation of updates, corrections, or transfers of registration or membership information.

Section 11. Trabaho Center Support Services. – To support the career advancement and enhance the employability of individuals, Trabaho Center shall provide a range of support services, including but not limited to the following:

- (a) *Career Advocacy Trainings.* A series of career guidance and planning services to help job seekers make informed decisions about their employment and training paths. These services include, but are not limited to, career assessment, coaching, and counselling.
- (b) *Training and Upskilling Programs.* Coordination and partnership with educational and private institutions for the provision of relevant technical, vocational, and digital skills development program trainings/seminars to job seekers.
- (c) *Labor Market Information Services.* Research and dissemination to the stakeholders of timely and relevant labor market trends, job opportunities, and industry demands.
- (d) *Workplace Readiness and Life Skills Training.* Workshops or training modules incorporating soft skills as a core component of employment facilitation programs, which shall cover, but shall not be limited to:

- (i) Communication and Interpersonal Skills;
- (ii) Critical Thinking and Problem Solving;
- (iii) Teamwork and Collaboration;
- (iv) Professionalism and Work Ethic;
- (v) Gender-sensitivity and Fairness;
- (vi) Adaptability and Resilience;
- (vii) Digital Literacy and Online Etiquette; and
- (viii) Time Management and Organizational Skills.

CHAPTER III TRABAHO INFORMATION SYSTEM

Section 12. Trabaho Information System. – The existing PESO Employment Information System (PEIS) shall be improved and upgraded to the “Trabaho Information System.”

The DICT shall develop, operationalize, and maintain the Trabaho Information System as a user-friendly, mobile-friendly, and accessible digital platform to be utilized by both Trabaho Centers and their stakeholders in delivering and accessing the services provided under this Act, subject to compliance with Republic Act No. 10173, otherwise known as the “Data Privacy Act of 2012,” and other relevant laws, rules and regulations.

The DICT shall also provide technical assistance to the Trabaho Centers to ensure the effective use, integration, and sustainability of the Trabaho Information System. The information in the system, which shall be accessible through the Trabaho Centers, shall include, but not be limited to, the following information:

- (a) Details of employment opportunities offered by the Verified Employers, including vacant positions, preferred applicant profiles and qualifications, salary ranges, and employment requirements;
- (b) Information on Verified Applicants, such as personal profile, skills, qualifications, compliance with employment requirements, educational attainment, and personal employment preferences; and
- (c) Other pertinent documents and information as may be determined in accordance with the national policies and guidelines promulgated by the TCC according to its mandate under Title IV of this Act.

The DICT is mandated to roll out the system within six (6) months from the effectivity of this Act. The design of the system shall be approved by the TCC prior to its roll-out.

Section 13. Functions of Trabaho Information System. — Trabaho Information System shall have the following functions:

- (a) Maintain a continuing national skills registry database;
- (b) Maintain a database of active manpower supply in the country;
- (c) Serve as ready access of Verified Employers to skills qualifications of Verified Applicants;
- (d) Register and maintain information on the qualifications and skills of Verified Applicants;
- (e) Register and maintain information on the job vacancies posted by Verified Employers;
- (f) Provide an employment matching system that uses the information provided by Verified Applicants to match them with the employment opportunities offered by the Verified Employers;
- (g) Provide a search function with customizable parameters and filters to help both Verified Applicants and Employers identify suitable matches;
- (h) Provide notifications to Verified Applicants of relevant opportunities based on their profiles;
- (i) Provide notifications to Verified Employers of relevant skills based on their requirements;

- (j) Allow Trabaho Centers to timely update job vacancies and skills qualifications;
- (k) Provide virtual job fairs;
- (l) Consolidate and harmonize other government manpower databases; and
- (m) Such other functions as may be prescribed by the TCC in accordance with the provisions of this Act.

Section 14. Mandatory Registration and Submission. — Corporations, partnerships, cooperatives, sole proprietors, non-government organizations, and individuals engaged in trade or business, employing ten (10) or more persons shall be required to register with the Trabaho Information System for verification. All other private employers may voluntarily elect to register to avail the services of Trabaho Center.

Upon verification, Verified Employers are required to submit their job vacancies and other relevant information under Section 12(a) and Section 12(c) of this Act, every 31st of May and 30th of November, through the Trabaho Information System. Should Verified Employers have no open listings on the designated deadlines, the Verified Employers shall instead be required to submit a notarized document attesting to such fact.

Failure to comply with the mandatory registration and submission requirements under this provision shall serve as a ground for the non-issuance or non-renewal of the business permit by the appropriate government agency or LGU.

The TCC shall issue the guidelines for registration and submission under this provision.

Section 15. Verification Requirements. — An employer shall be considered a Verified Employer upon their submission of certified true copies of the following documents to the Trabaho Center or through the online submission platform in the Trabaho Information System, as applicable:

- (a) Valid and current Business Permit;
- (b) Registration Certificate issued by the Securities and Exchange Commission (SEC) for corporations, Department of Trade and Industry (DTI) for sole proprietorships, or Cooperative Development Authority (CDA) for cooperatives;
- (c) Latest General Information Sheet, if applicable;
- (d) Registration of Establishment under DOLE Rule 1020, if applicable;
- (e) Relevant current registrations, permits, licenses, and franchises in relation to the Employer's business; and
- (f) Other documentary requirements as may be determined in accordance with the national policies and guidelines promulgated by the TCC, as defined in Chapter IV of this Act.

Applicants shall be considered a Verified Applicant upon the submission of certified true copies of the following documents to the Trabaho Center or through the online submission platform in the Trabaho Information System:

- (a) Valid government-issued I.D.;
- (b) Resume, Application Portfolio or Curriculum Vitae;
- (c) Proof of Educational Attainment, if applicable; and
- (d) Other documentary requirements as may be determined in accordance with the national policies and guidelines promulgated by the TCC, as defined in Title IV of this Act.

The Trabaho Center may immediately revoke the verified status of an Applicant or Employer upon finding that they misrepresented, made any false statement, or falsified any of the provided information or submitted documents. Such revocation may be reversed upon correction of the misrepresentation or submission of valid and truthful documentation, subject to reasonable procedures to be determined by the TCC.

Section 16. Effect of Verified Status. — Verified Applicants shall be assisted in job placement and employment facilitation services; *provided* that, Verified Applicants may still be required to undergo pre-employment medical examinations, and to submit additional information regarding their personal profile, skills, qualifications, and preferences, as may be required by a Verified Employer.

Verified Employers shall be able receive applications from Verified Applicants or endorsement from the Trabaho Center within the concerned LGU for any available employment opportunities.

CHAPTER IV TRABAHO CENTER COUNCIL

Section 17. Creation of Trabaho Center Council. — The Trabaho Center Council (TCC) is hereby created and mandated to oversee, monitor, guide, coordinate, and exercise supervisory authority over the Trabaho Centers established in all LGUs. To this end, the TCC shall perform the following functions:

- (a) Develop policies and guidelines for the purpose of achieving simplicity, economy and efficiency in the implementation and improvement of delivery of job placement and employment facilitation services;
- (b) Craft a development plan for the continued improvement of the Trabaho Center's operation;
- (c) Disseminate information regarding the Trabaho Center;
- (d) Develop national policies and guidelines for the implementation of the Trabaho Information System, including the Employment Matching System; *Provided*, that the policies and guidelines shall be consistent with its mandate and the objectives of this Act;
- (e) Promote the participation of the private sector in the Trabaho Information System;
- (f) Ensure the interoperability of the Trabaho Information System;
- (g) Determine and prescribe the personnel complement for each Trabaho Center, based on demographic, geographic, labor market and other considerations, in order to ensure the effective and responsive implementation and delivery of employment facilitation services and the performance of the functions and mandate of the Trabaho Center under this Act;
- (h) Coordinate with the concerned agencies and issue implementing guidelines to standardize processes of the Trabaho Center acting as a one-stop shop, set turnaround times, and ensure accountability in the handling and processing of pre-employment requests;
- (i) Develop policies and guidelines to improve the timely collection and dissemination of accurate labor market information on in-demand jobs, in-demand skills, and emerging industries for the guidance of the workforce, employers, policymakers, and educators;
- (j) Develop policies and guidelines for the targeted interventions and programs for the training, employment, and livelihood opportunities for special or vulnerable groups, such as the out-of-school youth, displaced workers, persons with disability, senior citizens, and indigenous people; and
- (k) Perform such other functions as may be directed by the DOLE and necessary pursuant to its Mandate.

Section 18. Composition of Trabaho Center Council. — The TCC shall be composed of the following:

- (a) The Secretary of the Department of Labor and Employment, as Chairperson;
- (b) The Secretary of the Department of the Interior and Local Government, as Vice-Chairperson;
- (c) The Director General of the Technical Education and Skills Development Authority, as Member;
- (d) The Secretary of the Department of Education, as Member;
- (e) The Chairperson of the Commission on Higher Education, as Member;
- (f) The Secretary of the Department of Information and Communications and Technology, as Member;

- (g) The Secretary of the Department of Trade and Industry, as Member;
- (h) The Secretary of the Department of Economy, Planning, and Development, as Member;
- (i) A representative from the employer's organizations, as Member;
- (j) A representative from the labor organizations, as Member; and
- (k) A representative from the informal sector, as Member.

The TCC shall be formed no later than sixty (60) days from the effectivity of this Act.

The TCC shall not be precluded from inviting heads of other government agencies, private sector representatives, or civil society organizations as non-voting members or resource persons, as may be necessary to carry out its mandate.

Section 19. Interoperability. — Subject to the provisions of Republic Act No. 10173, otherwise known as the “Data Privacy Act of 2012,” the TCC shall ensure the interoperability of the Trabaho Information System with the information systems of other relevant government agencies and/or instrumentalities, to enable secure and efficient data exchange necessary for the effective implementation of this Act.

The TCC shall ensure that all information systems established and maintained in relation to this Act shall allow efficient interoperability across all concerned platforms and devices.

Section 20. Data and Information Security. — All data information, or resources stored on or transmitted through the information systems established under this Act, including interconnected or interoperable networks, portals or websites shall be protected against unauthorized access, interference or any activity that may compromise the confidentiality, integrity, and availability of the information contained therein.

Access to and use of the resources, information, and data on the information systems shall be limited to the DOLE, the DTI, the DICT, and their duly authorized officers and agents, in accordance with all relevant laws, rules, and regulations on data and information privacy and confidentiality of government information: *Provided*, that the data used by the aforementioned government entities in such information systems and any other used data stored therein shall be destroyed or disposed of in accordance with acceptable standards and guidelines existing under the law for disposal of data, upon fulfillment of the purpose for processing said data.

Verified Applicants and Verified Employers shall only have access to specific data and information as may be necessary for the effective implementation of this Act: *Provided*, that the TCC shall ensure that the scope of data accessible to Verified Applicants and Verified Employers shall be limited to what is strictly necessary, in compliance with the Data Privacy Act of 2012 and other relevant regulations.

CHAPTER V ROLES AND RESPONSIBILITIES OF GOVERNMENT AGENCIES

Section 21. Roles and Responsibilities of Government Agencies. —

- (a) The DOLE, as the lead agency in the implementation of this Act and as the Chairperson of the TCC, shall ensure the effective matching of job seekers to suitable employment opportunities, aimed to reduce underemployment and unemployment. Specifically, the DOLE shall:
 - (i) Develop, formulate and provide training programs, workshops, and career support services as provided under Section 6 of this Act;

- (ii) Enter into partnerships with educational and training institutions, TESDA, CHED, and DepEd for skills enhancement and with private sector employers for internships or apprenticeships;
 - (iii) Gather, process, and analyze data from job placement activities to shape institutional changes in the labor and employment landscape in the Philippines; and
 - (iv) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.
- (b) The DILG, as the Vice-Chairperson of the TCC, shall:
- (i) Ensure that a Trabaho Center is institutionalized, operated, and maintained in all cities and municipalities;
 - (ii) Assist in the coordination and establishment of partnerships among government agencies, educational institutions, NGOs, industry associations and their members, and private enterprises for the effective implementation of this Act; and
 - (iii) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.
- (c) The LGUs shall be in charge of operating and maintaining the Trabaho Centers within their respective offices. Specifically, the LGU shall:
- (i) Ensure compliance by the Trabaho Centers with the operational standards set by the DOLE;
 - (ii) Monitor the performance of their respective Trabaho Centers;
 - (iii) Extend job placement assistance and employment facilitation services as may be necessary in the promotion of employment within the area of jurisdiction;
 - (iv) Determine the necessary staffing requirements to support the efficient and effective implementation of this Act and report its findings to the TCC;
 - (v) Submit to the TCC bi-annual performance and accomplishment reports; and
 - (vi) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.
- (d) The DICT shall develop the Trabaho Information System. Specifically, DICT shall:
- (i) Develop, operationalize, and maintain the Trabaho Information System, and provide technical assistance to the Trabaho Center and relevant stakeholders to ensure its effective use, integration, and sustainability;
 - (ii) Design and develop the digital infrastructure for the Trabaho Information System, including user interfaces, back-end architecture, and integration with existing systems;
 - (iii) Develop a system wherein employers may upload relevant documents to register with the Trabaho Information System;
 - (iv) Create and maintain data standards, formats, and protocols to ensure accurate, consistent, and interoperable employment data;
 - (v) Implement cybersecurity measures to protect sensitive personal and employment data;
 - (vi) Develop tools for report generation, dashboards, and analytics to support government agencies and partner agencies in making data-driven decisions;
 - (vii) Provide ongoing technical support, system updates, and troubleshooting;
 - (viii) Train end-users on how to use the system effectively;
 - (ix) Perform such other functions, as may be applicable; and
 - (x) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.
- (e) The DTI is responsible for aligning available labor force with industry demand. The DTI shall:
- (i) Identify industry needs and labor market trends to inform job placement strategies;

- (ii) Enter into partnerships with private sector employers and business groups to increase awareness and participation in the implementation of this Act;
 - (iii) Perform such other functions, as may be applicable; and
 - (iv) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.
- (f) The DEPDev shall ensure that the programs of the Trabaho Centers align with the country's and the LGU's economic development goals. Furthermore, the DEPDev shall:
- (i) Provide relevant economic and employment market data to the TCC to ensure the development and implementation of evidence-based programs in the Centers;
 - (ii) Recommend policies and programs based on economic indicators;
 - (iii) Coordinate with economic zones, industry associations and proponents of emerging projects to identify their workforce needs and facilitate the matching of job seekers to employers; and
 - (iv) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.
- (g) The TESDA shall assist the TCC and the Trabaho Centers to ensure the delivery of skills development programs. To this end, the TESDA shall:
- (i) Recommend appropriate training programs and qualifications standards based on the needs of the industries and workforce in the LGUs;
 - (ii) Assist in the deployment of resource persons, as may be necessary, to support the delivery of trainings on job readiness and skills improvement within the Trabaho Centers;
 - (iii) Facilitate access of Filipinos to technical, vocational training programs through the Trabaho Centers; and
 - (iv) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.
- (h) The DepEd and the CHED shall ensure that:
- (i) Ensure that a CESO is institutionalized, operated, and maintained in all SUCs and public high schools;
 - (ii) The education curricula and programs for senior high school, higher education, and technical-vocational education and training are aligned with the current labor market demands of the industries; and
 - (iii) Perform such other functions, as may be directed by the TCC pursuant to the mandate of this Act.

CHAPTER VI FINAL PROVISIONS

Section 22. Information Dissemination. — The Philippine Information Agency, in coordination with the DOLE and DILG, shall ensure proper and adequate information dissemination of the contents and benefits of this Act to pertinent entities in all provinces, cities, municipalities and barangays.

Section 23. Monitoring and Evaluation. — The DOLE, through the TCC, shall conduct monitoring and evaluation to assess the responsiveness of Trabaho Centers, including a client satisfaction survey, utilizing key performance indicators such as application processing time, quality and timeliness of assistance provided, and the relevance and accuracy of job matching services.

Section 24. Funding. — The funding for the operation and maintenance of the Trabaho Center, including the budget for personnel services, shall be provided by the LGU from its internal revenue allotment and other internally generated income of the LGU concerned.

Funds for the provision of technical assistance, training, and supervision of the Trabaho Center shall be included in the budget of the DOLE and the TESDA in the annual General Appropriations Act.

The amount necessary to implement the provisions of this Act shall be included by the DBM in the annual General Appropriations Act.

Section 25. Implementing Rules and Regulations. —The DOLE, in coordination with the DILG, and in consultation with the other members of the TCC, shall accordingly promulgate, within ninety (90) days from the effectivity of this Act, the implementing rules and regulations (IRR) for the effective implementation of this Act.

Section 26. Transitory Provision. — Prior to the effectivity of the IRR of this Act, the provisions of Republic Act No. 8759, otherwise known as “Public Employment Service Office Act of 1999,” as amended by Republic Act No. 1069, and its IRR shall remain in force and effect in order to ensure the continued implementation of programs, activities, and projects.

The employers affected by this Act shall be given a six (6)-month transitory period from roll out of the Trabaho Information System, to fully comply with the requirements of this Act.

Section 27. Separability Clause. — If, for any reason, any part or provision of this Act shall be deemed or unconstitutional, the other sections or provisions hereof shall not be affected and shall remain in force and effect.

Section 28. Repealing Clause. —Republic Act No. 8759 otherwise known as “Public Employment Service Office Act of 1999,” as amended by Republic Act No. 10691, is hereby repealed. All other laws, acts, presidential decrees, executive orders, presidential proclamations, issuances, rules and regulations, or parts thereof which are contrary to or inconsistent with any of the provisions of this Act are hereby repealed, amended, or modified accordingly.

Section 29. Effectivity. — This Act shall take effect fifteen (15) days from the date of its publication in the Official Gazette or in at least two (2) newspapers of general circulation.