



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Twentieth Congress
First Regular Session

HOUSE BILL NO. 4068



Introduced by Representative Giselle Mary L. Maceda

EXPLANATORY NOTE

Article IX-B, Section 2(2) of the 1987 Philippine Constitution provides that: "Appointments in the civil service shall be made only according to merit and fitness to be determined, as far as practicable, and, except as to positions which are policy-determining, primarily confidential, or highly technical, by competitive examination."

In line with this Constitutional mandate, the traditional route to civil service eligibility has been through the successful passing of the career service examinations administered by the Civil Service Commission (CSC). However, recognizing that merit and fitness can be established through various means, Congress has enacted several laws that confer civil service eligibility based on specific qualifications or professional achievements. These include Republic Act No. 1080 (Bar/Board Eligibility), Republic Act No. 7883 (Barangay Health Worker Eligibility), and Presidential Decree No. 997 (Scientific and Technological Specialist Eligibility), among others.

In recent years, the Technical Education and Skills Development Authority (TESDA) has significantly elevated the standards and credibility of technical and vocational education and training (TVET) in the Philippines. Through its commitment to excellence, TESDA has earned various domestic and international recognitions, including the ISO 9001:2015 certification from the International Organization for Standardization (ISO) and the Philippine Quality Award Level 1 – "Recognition for Commitment to Quality Management." These accolades affirm that TESDA-certified graduates undergo rigorous, quality-assured training and

competency-based assessments, making them highly skilled and job-ready professionals.

In recognition of these achievements and to further institutionalize the role of TESDA in workforce development, this bill seeks to institutionalize and enhance the Skills Certificate Equivalency Program (SCEP) – a collaborative program between TESDA and the CSC. Through this measure, certified TVET graduates who are holders of National Certificates (NCs) issued by TESDA will be granted appropriate civil service eligibility, thereby acknowledging their skills and training as equivalent to merit and fitness under the civil service system.

The enactment of this bill is a step toward broadening the inclusivity of our public sector workforce by providing TVET graduates with equal opportunities for employment in government service. It also aims to uplift the dignity of middle-skill workers and elevate the public perception of technical and vocational education in the Philippines.

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



REP. GISELLE MARY L. MACEDA
4th District, Manila City



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HOUSE BILL NO. **4068**

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AN ACT
INSTITUTIONALIZING AND ENHANCING THE SKILLS CERTIFICATE
EQUIVALENCY PROGRAM OF THE CIVIL SERVICE COMMISSION AND
THE TECHNICAL EDUCATION AND SKILLS DEVELOPMENT
AUTHORITY

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

SECTION 1. *Short Title.* - This Act shall be known as the **SKILLS CERTIFICATE EQUIVALENCY PROGRAM ACT**.

SECTION 2. *Declaration of Policy.* - The Constitution provides that appointments in the civil service shall be made only according to merit and fitness. To this end, it is hereby declared the policy of the State to institutionalize and enhance the Skills Certificate Equivalency Program (SCEP) and give equal opportunity to certified technical-vocational education and training graduates to enter the civil service, uplift the dignity of middle-skilled workers, and improve the image of technical and vocational education in the country.

SECTION 3. *Skills Certificate Equivalency Program.* - A SCEP shall be established to grant skills eligibility to holders of Technical Education and Skills Development Authority (TESDA) National Certificates (NCs).

The program shall involve the issuance of NCs to individuals who successfully demonstrate the required competence in specific qualifications. For this purpose,

the Civil Service Commission (CSC) shall provide equivalent skills eligibility for an NC holder.

SECTION 4. *Coverage.* – The benefit under this Act shall apply to those currently working in the government or seeking entry into the civil service for positions requiring eligibility for an appropriate TESDA-issued NC.

SECTION 5. *Identification of Positions that Require Skills Eligibility.* – The CSC and TESDA shall, in consultation with relevant stakeholders and duly recognized public sector groups, identify positions that require skills, considering the changing requirements of the workplace and the needs of the different government agencies and instrumentalities in ensuring the delivery of efficient and effective service to the public: *Provided, That* the NC remains in the roster of promulgated national qualifications of TESDA.

SECTION 6. *Application for an Award of Eligibility.* – Any holder of a TESDA-issued NC shall apply for skills service eligibility at any CSC office. For this purpose, the CSC shall ensure that designated personnel at its field offices nationwide shall be responsible for converting TESDA-issued NCs into appropriate skills eligibility.

The CSC shall provide NC holders with an online or proxy application to make the law more accessible.

SECTION 7. *Implementing Rules and Regulations.* – The CSC and the TESDA shall, in consultation with and full participation of duly recognized public sector groups, jointly issue the rules and regulations for the effective implementation of this Act within sixty (60) days from the effectivity of this Act.

SECTION 8. *Separability Clause.* – If any portion or provision of this Act is declared unconstitutional or invalid, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

SECTION 9. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations and other issuances, or any part thereof, inconsistent with this Act are hereby repealed, modified, or amended accordingly.

SECTION 10. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,