

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session
House Bill No. 4192



Introduced by Representative

BRIAN DANIEL POE LLAMANZARES, PhD, MNSA

**AN ACT TO ESTABLISH A COMPREHENSIVE FRAMEWORK FOR DEFENSE
INDUSTRY WORKFORCE DEVELOPMENT THROUGH SCHOLARSHIPS,
TECHNICAL TRAINING, AND STRATEGIC EDUCATIONAL PARTNERSHIPS,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

The Philippines faces increasing challenges in safeguarding national security and achieving self-reliance in defense capabilities. A key factor in addressing these challenges is the development of a highly skilled, innovative, and future-ready workforce that can support defense research, development, and manufacturing.

Currently, the country lacks a dedicated legal framework to establish and sustain a comprehensive defense talent pipeline. While various agencies offer scholarships and technical training, these initiatives are fragmented and not strategically aligned with the needs of the defense sector. This results in gaps in expertise, limited industry-academe collaboration, and inadequate preparation for emerging technologies critical to defense and security.

This bill seeks to address these issues by institutionalizing the Defense Workforce Development Council (DWDC) as the primary body responsible for planning, implementing, and overseeing defense education and training programs. The DWDC will harmonize efforts across government, academe, and industry to ensure that the defense workforce remains globally competitive and responsive to evolving security needs.

Among its major features, the measure establishes:

1. **Scholarship Programs for Defense-Critical Fields** such as aerospace, cybersecurity, robotics, materials science, and nuclear and energy systems, with scholarship recipients required to render service in defense-related institutions.
2. **Technical-Vocational Training and Certification Programs** through TESDA and partner agencies to strengthen skills in advanced manufacturing, aircraft and naval maintenance, armaments handling, and communications systems.
3. **Industry-Academe-Defense Partnerships** to formalize collaboration between universities, research institutions, and defense firms in joint research, internships, apprenticeships, and technology transfer.
4. **Continuing Education and Upskilling Programs** to ensure existing professionals remain updated on emerging technologies and defense innovations.
5. **Defense-Oriented Curriculum Integration** in engineering, technology, and vocational education to institutionalize long-term capacity building for the defense industry.
6. **A Dedicated Defense Workforce Development Fund** with an initial appropriation of ₱500 million to support scholarships, training programs, and research partnerships.

The proposed measure recognizes that national security is not solely dependent on military hardware but also on the competence, expertise, and readiness of the Filipino people who develop, operate, and sustain them. By investing in human capital, this Act ensures that the Philippines can achieve a sustainable, self-reliant, and technologically advanced defense posture.

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


HON. BRIAN DANIEL POE LLAMANZARES, PhD, MNSA
Representative
FPJ Panday Bayanihan Party-List

Republic of the Philippines
HOUSE OF REPRESENTATIVES

Quezon City, Metro Manila

TWENTIETH CONGRESS

First Regular Session

House Bill No. 4192

Introduced by Representative

BRIAN DANIEL POE LLAMANZARES, PhD, MNSA

**AN ACT TO ESTABLISH A COMPREHENSIVE FRAMEWORK FOR DEFENSE
INDUSTRY WORKFORCE DEVELOPMENT THROUGH SCHOLARSHIPS,
TECHNICAL TRAINING, AND STRATEGIC EDUCATIONAL PARTNERSHIPS,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

*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 “Defense Workforce Development Act.”

SEC. 2. Declaration of Policy. — It is the policy of the State to strengthen national defense and security by fostering a robust and self-reliant defense industry. The State shall achieve this by strategically investing in the development of a highly skilled and future-ready workforce capable of supporting defense research, development, and manufacturing. The State shall establish a comprehensive defense talent pipeline through targeted education, technical training, industry-academe collaboration, and professional upskilling to ensure the sustainability of the country's self-reliant defense posture.

SEC. 3. Objectives. — This Act shall pursue the following objectives:

- (a) **Create a dedicated and sustainable pool of skilled professionals** for the defense industry.
- (b) **Establish a scholarship and training fund** to provide a clear financial mechanism for educational and technical training programs.

(c) **Foster and institutionalize partnerships** between educational institutions, government agencies, and defense firms (both local and international) to ensure a responsive curriculum and relevant training.

(d) **Mandate continuing education and certification** to ensure the defense workforce remains competent and updated with emerging technologies.

(e) **Formulate a clear administrative body** responsible for implementing and overseeing the Act.

SEC. 4. Creation of the Defense Workforce Development Council (DWDC). — There is hereby created the Defense Workforce Development Council (DWDC), hereinafter referred to as the “Council.” The Council shall be the primary body responsible for the planning, implementation, and oversight of all programs under this Act. The DWDC shall be chaired by the Secretary of National Defense, with the Secretary of Science and Technology and the Chairperson of the Commission on Higher Education as co-chairs. The members shall include the Director-General of the Technical Education and Skills Development Authority, the Secretary of Labor and Employment, the Secretary of Trade and Industry, and the Chief of Staff of the Armed Forces of the Philippines. The Council may invite representatives from the private sector and academia as non-voting members.

SEC. 5. Scholarship Program for Defense-Critical Fields. — The DWDC shall administer a merit-based scholarship program. The program shall provide full scholarships, covering tuition, fees, stipends, and allowances for books and research materials, for students pursuing undergraduate and graduate degrees in the following fields: Aerospace, Mechanical, Electrical, and Electronics Engineering; Information Technology and Cybersecurity; Materials Science, Metallurgical, and Chemical Engineering; Robotics and Artificial Intelligence; Industrial Design with military applications; and Nuclear and Energy Systems relevant to defense. Recipients shall be required to render compulsory service in the defense industry, government agencies, or the Armed Forces of the Philippines for a period equivalent to the number of years they received the scholarship.

SEC. 6. Technical-Vocational Training and Certification. — The DWDC, in coordination with the Technical Education and Skills Development Authority (TESDA), shall design and implement specialized vocational training and certification programs. These programs shall include, but are not limited to, advanced manufacturing, precision machining, aircraft and naval maintenance, armaments and munitions handling, cyber-physical systems, and communications systems. The certification framework shall be aligned with international standards to ensure the skills of the Filipino defense workforce are globally competitive.

SEC. 7. Industry-Academe-Defense Partnerships. — The DWDC shall establish a framework for formal and institutionalized partnerships between the Department of National Defense

(DND) and its attached agencies, public and private educational institutions, local and foreign defense firms, and accredited research and development institutions. These partnerships shall be facilitated through memoranda of agreement or joint venture contracts to support internships, apprenticeships, faculty exchange, joint research and development projects, and technology transfer initiatives.

SEC. 8. Continuing Education and Upskilling Programs. — The DWDC shall develop and mandate continuing education and upskilling programs for existing professionals in the defense sector. These programs shall focus on emerging defense technologies, strategic logistics, and military-grade innovations. The certifications issued shall be required for career advancement within the defense industry and government agencies.

SEC. 9. Defense-Related Curriculum Integration. — The Commission on Higher Education (CHED) and TESDA, in coordination with the DWDC, shall develop a national defense-oriented curriculum for engineering, technology, and vocational programs. This shall include the integration of specialized modules, electives, and courses on defense-related topics. The DND shall provide technical assistance, resources, and access to facilities, such as the Government Arsenal, for academic and training purposes.

SEC. 10. Labor Market Monitoring and Alignment. — The DWDC, in collaboration with the Department of Labor and Employment (DOLE), shall conduct regular labor market studies and skills gap analyses specific to the defense industry. The findings from these studies shall be the basis for adjusting scholarship programs, training curricula, and other initiatives under this Act to ensure they remain responsive to industry needs and emerging technological trends.

SEC. 11. Funding and Appropriations. — The amount necessary to carry out the provisions of this Act shall be charged against the current appropriations of the concerned agencies. In addition, an initial amount of Five Hundred Million Pesos (₱500,000,000.00) is hereby appropriated from the National Treasury to be the initial seed fund for the Defense Workforce Development Fund (DWDF). Thereafter, such amounts as may be necessary for the continuous implementation of this Act shall be included in the annual General Appropriations Act. The DWDF shall be managed and disbursed by the DWDC.

SEC. 12. Implementing Rules and Regulations (IRR). — Within sixty (60) days from the effectivity of this Act, the DWDC shall formulate the Implementing Rules and Regulations (IRR) necessary for the proper and effective implementation of this Act.

SEC. 13. Separability Clause. — If any provision of this Act is declared unconstitutional or invalid, the remaining provisions shall remain in full force and effect.

SEC. 14. Repealing Clause. — All laws, decrees, executive orders, and other regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 15. Effectivity. — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,

A handwritten signature in black ink, reading "Brian Poe". The signature is fluid and cursive, with the first name "Brian" and last name "Poe" clearly distinguishable.

HON. BRIAN DANIEL POE LLAMANZARES, PhD, MNSA
Representative
FPJ Panday Bayanihan Party-List