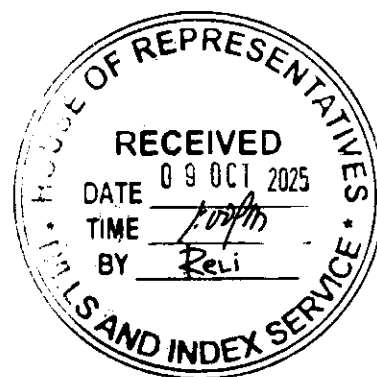




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila
TWENTIETH CONGRESS
First Regular Session
HOUSE BILL NO. 5403

Introduced by Representative EDGAR R. ERICE

EXPLANATORY NOTE

One of the most pressing challenges in the Philippines today is the persistent mismatch between education and employment. Despite increasing access to tertiary and technical education, a large number of graduates remain unemployed or underemployed. According to the Philippine Statistics Authority, youth aged 15–24 continue to make up a significant portion of the unemployed labor force. At the same time, industries across regions report a shortage of skilled and job-ready workers.

This disconnect between what our schools teach and what our industries need has hindered both national development and individual progress. The solution lies not only in improving education, but in restructuring the way education and employment are linked.

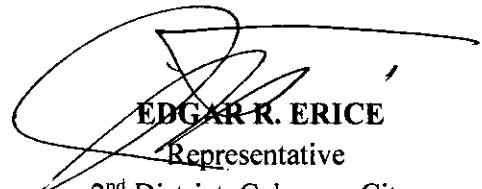
The proposed Education to Employment Act of 2025 seeks to institutionalize a national framework that connects students, schools, and industries through collaborative planning, updated curricula, and skills training aligned with real labor market demand.

This measure proposes the creation of a National Education to Employment Council (NEEC) to coordinate among DepEd, CHED, TESDA, DOLE, DTI, and key private sector stakeholders. It also mandates the establishment of Local Industry-Academe Employment Councils (LIAECs) in every province and city to localize workforce development solutions. These councils will help identify high-demand jobs, guide curriculum adjustments, and facilitate internships and job placements.

In addition, the bill supports incentives for private companies that offer meaningful training and employment pathways to young Filipinos. It also strengthens career guidance and life skills education in high school and college to ensure that learners are equipped to make informed decisions about their future.

With this measure, we aim to transform education from a one-size-fits-all academic path to a flexible, responsive system that equips every Filipino to build a livelihood and contribute to national progress.

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



EDGAR R. ERICE
Representative
2nd District, Caloocan City



Republic of the Philippines
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HOUSE BILL NO. **5403**

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AN ACT
INSTITUTIONALIZING THE EDUCATION-TO-EMPLOYMENT FRAMEWORK
TO ALIGN THE PHILIPPINE EDUCATION SYSTEM WITH LABOR MARKET
DEMANDS, ESTABLISHING LOCAL INDUSTRY-ACADEME COUNCILS, AND
FOR OTHER PURPOSES

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

1
2 **Section 1. Short Title.** This Act shall be known as the “**Education to Employment Act of**
3 **2025**”.

4
5 **Section 2. Declaration of Policy.** It is the policy of the State to ensure that Filipino students
6 acquire skills and competencies that match the current and future demands of the labor market.
7 The government shall promote greater collaboration between the education sector and industry,
8 improve technical and vocational training, and provide real employment pathways for
9 graduates.

10
11 **Section 3. Objectives.** This Act aims to:

- 12 1. Reduce youth unemployment and underemployment.

2. Align curricula of secondary and tertiary education with labor market needs.
3. Institutionalize collaboration among educational institutions, TESDA, CHED, DepEd, and the private sector.
4. Establish localized industry-academe councils to provide regional employment solutions.

Section 4. National Education to Employment Council (NEEC). There is hereby created a National Education to Employment Council (NEEC) composed of:

1. Secretary of Education (Chair)
2. Secretary of Labor and Employment (Vice Chair)
3. Chairperson of CHED
4. Director-General of TESDA
5. Secretary of DTI
6. Three representatives from key industries
7. Two representatives from the academe (public and private)

Section 5. Functions of NEEC. The NEEC shall perform the following:

1. Develop and update a National Education-to-Employment Roadmap every three (3) years.
2. Identify priority industries and emerging sectors per region.
3. Guide curriculum development and training standards.
4. Recommend employment incentives for industries hiring local graduates.

Section 6. Local Industry-Academe Employment Councils (LIAECs). Each province and city shall create a Local Industry-Academe Employment Council chaired by the local chief executive with the following members:

1. DepEd Division Superintendent
2. TESDA Provincial Director
3. CHED Regional Director (if applicable)
4. Representatives from local businesses and chambers of commerce
5. Presidents or deans of local universities and colleges

Section 7. Functions of LIAEC. The LIAEC shall perform the following:

1. Conduct labor market analysis for local job demand.
2. Recommend updates to school curricula and training programs.
3. Facilitate internship, apprenticeship, and job placement programs.
4. Coordinate with the Public Employment Services Office (PESO) and TESDA skills mapping

Section 8. Institutional Support for Work Immersion and On-the-Job Training. All senior high schools, colleges, and vocational institutions shall:

1. Partner with local industries to provide mandatory work immersion or on-the-job training aligned with the learner's field.
2. Report employment outcomes of graduates to the respective LIAEC and NEEC annually.
3. Submit an Annual Digital Education Report to Congress.

Section 9. Incentives for Partner Industries. Companies that provide training, internship, or guaranteed employment for at least ten (10) graduates annually may receive:

1. Tax deductions for training expenses (up to 100% of cost)
2. Priority access to government employment programs
3. Certification as "Youth-Friendly Employer"

Section 10. Career Pathway Integration in Curriculum. DepEd, CHED, and TESDA shall:

1. Integrate career guidance and labor market information starting Grade 9.
2. Adjust academic and technical tracks based on regional employment demands.
3. Support modular and stackable certification systems for lifelong learning.

Section 11. Monitoring and Reporting. NEEC shall submit an Annual Report to Congress, which includes:

1. National and regional employment outcome data of graduates
2. Skills gaps identified
3. Progress of industry-academe partnerships

1 **Section 12. Appropriations.** The amount necessary to implement this Act shall be charged
2 against the current appropriations of DepEd, CHED, TESDA, and DOLE. Thereafter, such
3 sums as may be necessary shall be included in the annual General Appropriations Act (GAA).

4
5 **Section 13. Implementing Rules and Regulations.** Within 90 days of the effectivity of this
6 Act, the NEEC shall issue the necessary rules and regulations.

7
8 **Section 14. Separability Clause.** If any provision of this Act is declared invalid or
9 unconstitutional, the remaining provisions shall remain in full force and effect.

10
11 **Section 15. Repealing Clause.** All laws, executive orders, issuances, or parts thereof
12 inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

13
14 **Section 16. Effectivity Clause.** This Act shall take effect fifteen (15) days after its publication
15 in the Official Gazette or a newspaper of general circulation.

16
17 Approved,