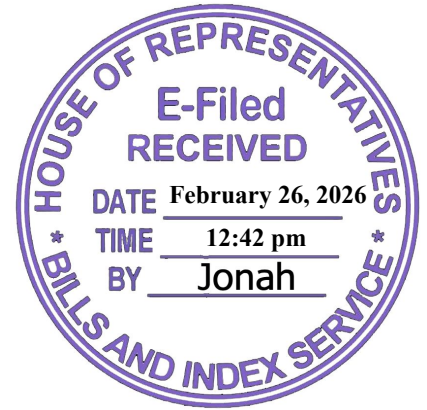


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8110



Introduced by:

HON. CHRISTOPHERSON "COCO" M. YAP

AN ACT
ESTABLISHING A JOB TRAINING AND REEMPLOYMENT PROGRAM FOR MATURE
AND OLDER WORKERS, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER
PURPOSES

EXPLANATORY NOTE

The Constitution promises full protection to workers and equal access to jobs for all. Yet many Filipinos aged forty (40) and above still struggle to find work, return to work, or learn new skills. Rapid changes in technology, shifting workplace demands, and long breaks due to job loss or family responsibilities make it harder for mature and older workers to compete, despite their experience, reliability, and willingness to work.

Our laws already say that age should not be a barrier to employment. Existing statutes direct the government, especially the Department of Labor and Employment (DOLE), to promote skills training, job matching, and support for older persons who want to work. However, these efforts remain scattered. There is no single, nationwide program focused on helping mature and older workers upgrade skills, connect to employers, and successfully return to decent work.

This bill fills that gap. It brings together training, job matching, and support services into one clear, DOLE-led program for workers aged forty and above, especially those who are unemployed or displaced. By using existing training institutions and local employment offices, the bill strengthens what already exists and makes it work better for older workers. This measure is timely, practical, and fair. It helps experienced

Filipinos stay productive, supports families, and ensures that no willing worker is left behind simply because of age.

In view of the foregoing, **ug sa ngalan sa SERBISYONG TINUORAY**, the undersigned respectfully requests the immediate passage of this measure.


CHRISTOPHERSON "COCO" M. YAP
Representative, Second District of Southern Leyte

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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 “*Mature and Older Workers Job Training Act.*”

SECTION 2. Declaration of Policy. — It is hereby declared the policy of the State to afford full protection to labor, promote full employment, and ensure equality of employment opportunities for all, including mature and older workers, by improving access to market-relevant skills training, employment facilitation, and reemployment support.

In furtherance of this policy, the State shall adopt measures that complement existing laws that prohibit age-based discrimination in employment and promote productive employment of senior citizens. The Department of Labor and Employment (DOLE) shall lead implementation in coordination with relevant agencies, local government units (LGUs), and the private sector.

SECTION 3. Definition of Terms. — For purposes of this Act, the following terms are defined:

- (a) **“Mature or Older Worker”** refers to any person **forty (40) years old or above** seeking employment, reemployment, or skills upgrading;
- (b) **“Participant”** refers to a Mature or Older Worker determined by DOLE or its accredited implementing partner as eligible and enrolled under the Program;
- (c) **“Case Management”** refers to a client-centered approach that includes:
 - (i) profiling and assessment;
 - (ii) preparation of an individualized employment and training plan;
 - (iii) referral to training, employment facilitation, and support services; and
 - (iv) monitoring and post-placement assistance;
- (d) **“Basic Skills Training”** refers to training intended to improve functional literacy, numeracy, digital skills, and workplace communication, as assessed by DOLE or a designated provider using standards it shall prescribe under the IRR;
- (e) **“Occupational Skills Training”** refers to competency-based training aligned with in-demand occupations, including enterprise-based training registered or recognized by TESDA where applicable;
- (f) **“Support Services”** refers to services necessary to enable participation in training or work, which may include transportation allowance, meals, childcare or dependent care support, and other analogous assistance as may be allowed in the IRR, subject to funding availability; and
- (g) **“Public Employment Service Office (PESO)”** refers to the office established and maintained by LGUs to provide employment facilitation services and coordination with DOLE.

SECTION 4. Establishment of the Program. — A **Mature and Older Workers Job Training and Reemployment Program** (the **Program**) is hereby established under DOLE to provide accessible, market-driven skills training and employment facilitation for Mature or Older Workers, particularly those who are vulnerable to displacement, long-term unemployment, or underemployment.

SECTION 5. Eligibility and Priority Beneficiaries. —

- (A) **GENERAL ELIGIBILITY.** Any Mature or Older Worker may apply for the Program, subject to screening and available slots.
- (B) **PRIORITY BENEFICIARIES** – Subject to implementing guidelines, priority shall be given to applicants who are any of the following:
- 1.) **Below or near-poverty income** as determined under the IRR;
 - 2.) **Unemployed or long-term unemployed** as defined under the IRR;
 - 3.) **Underemployed**, including those working reduced hours or in precarious work;
 - 4.) **Displaced workers**, including those notified of imminent separation;
 - 5.) **Returning workers** seeking reentry to the labor market after caregiving or similar circumstances;
 - 6.) **Homeless or in unstable housing situations**, as may be defined under the IRR;
 - 7.) Those with **incomplete basic education** or assessed need for Basic Skills Training; and
 - 8.) **Senior citizens** who have the capacity and desire to work or be re-employed, consistent with existing law.

SECTION 6. Program Components and Services. — The Program shall provide one or more of the following services to each Participant, as appropriate to the Participant's individualized plan:

- (a) **Profiling, intake, and objective assessment** of skills, work history, employability barriers, and support service needs through Case Management;
- (b) **Individualized employment and training plan**, including an employment goal and sequence of services, with periodic review and updating;
- (c) **Job search assistance and career coaching**, including resume preparation, interview coaching, and labor market information;
- (d) **Training interventions**, which may include:
 1. **Basic Skills Training**;
 2. **Occupational Skills Training**, including TESDA-aligned competency-based programs; and

3. **Enterprise-based training** consistent with the national enterprise-based education and training framework, where applicable;
- (e) **Work exposure and transition-to-work measures**, such as on-the-job training, supervised work experience, or internships/industry immersion, subject to applicable rules and safeguards;
- (f) **Job matching and placement assistance** through PESOs and DOLE channels, including referrals to employers who commit to age-fair hiring;
- (g) **Support Services** necessary to enable participation, subject to funding availability and implementing rules; and
- (h) **Post-placement support** for a reasonable period to improve retention and address workplace adjustment issues.

SECTION 7. Coordination, Implementing Partners, and Age-Fair Hiring. —

- (A) **Lead Agency.** DOLE shall be the lead implementing agency.
- (B) **Coordination.** DOLE shall coordinate with TESDA, DepEd, CHED, DTI, LGUs/PESOs, and other relevant agencies to align training with labor market demand and facilitate placement.
- (C) **Implementing Partners.** DOLE may engage and/or accredit qualified training institutions, NGOs, employers' organizations, labor groups, and other service providers with demonstrated competence in implementing programs for Mature or Older Workers.
- (D) **Non-Discrimination.** In implementing this Act, DOLE and its partners shall ensure that recruitment, screening, training admission, and placement assistance are consistent with the policy against age discrimination in employment.

SECTION 8. Monitoring, Evaluation, and Reportorial Requirement. — DOLE shall establish a monitoring and evaluation system, including sex- and age-disaggregated data, to measure enrollments, completion rates, placement rates, and retention outcomes.

The Secretary of Labor and Employment shall submit to the President of the Philippines and to Congress an annual report on Program implementation, including regional/provincial performance and recommendations for improvements.

SECTION 9. Implementing Rules and Regulations (IRR). — Within **ninety (90) days** from the effectivity of this Act, DOLE, in consultation with TESDA, DepEd, CHED, DTI, LGUs, and relevant stakeholders, shall promulgate the necessary IRR.

SECTION 10. Appropriations. — The amount necessary for the initial implementation of this Act shall be charged against the current appropriations of DOLE. Thereafter, such sums as may be necessary for the continued implementation of the Program shall be included in the annual General Appropriations Act.

SECTION 11. Separability Clause. — If any provision of this Act is declared unconstitutional or invalid, the other provisions not affected shall remain in full force and effect.

SECTION 12. Repealing Clause. — All laws, decrees, orders, issuances or portions thereof, which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 13. Effectivity. — This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in at least two (2) newspapers of general circulation.

Approved,