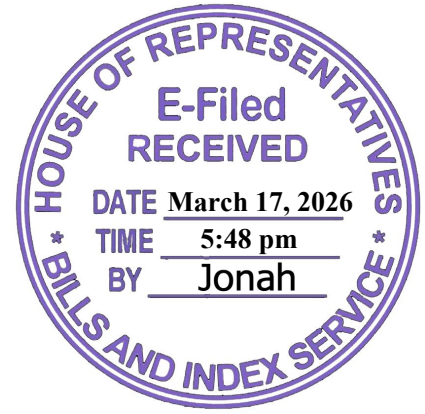


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 8639



Introduced by Representative ERIC G. YAP

EXPLANATORY NOTE

This bill seeks to institutionalize and enhance the Skills Certificate Equivalency Program (SCEP) by granting civil service eligibility to holders of Technical Education and Skills Development Authority (TESDA) National Certificates (NCs).

The Constitution mandates that appointments in the civil service be based on merit and fitness. However, many technically skilled and competent workers who have obtained TESDA certifications remain unable to access regular government positions due to the lack of corresponding civil service eligibility. This creates a disconnect between demonstrated technical competence and entry into public service.

The proposed measure bridges this gap by recognizing TESDA-issued National Certificates as a basis for civil service eligibility, subject to standards to be jointly determined by the Civil Service Commission (CSC) and TESDA. It directs both agencies to identify and regularly update positions whose qualification standards may require eligibility through appropriate TESDA-issued NCs, ensuring responsiveness to evolving workplace demands and the needs of government agencies. It provides a clear and accessible application process for NC holders and mandates the designation of personnel in CSC field offices to facilitate the conversion of TESDA-issued certifications into corresponding civil service eligibility.

This measure promotes equal opportunity for technical-vocational education and training (TVET) graduates, uplifts the dignity of middle-skilled workers, and strengthens the professionalization of the civil service. At the same time, it enhances the government's capacity to recruit competent, industry-certified individuals in technical positions, thereby improving the efficiency and quality of public service delivery.

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



HON. ERIC G. YAP

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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TWENTIETH CONGRESS
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House Bill No. **8639**

Introduced by Representative ERIC G. YAP

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*”.

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

SEC. 3. *Skills Certificate Equivalency Program.* — There shall be established a Skills Certificate Equivalency Program (the “Program”), which shall grant civil service 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 shall successfully demonstrate the required competence in specific qualifications. For this purpose, an NC shall be provided equivalent civil service eligibility by the Civil Service Commission (CSC).

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

SEC. 5. *Identification of Positions with Qualification Standards Requiring Eligibility through TESDA-Issued National Certificates.* — The CSC and TESDA, in consultation with relevant stakeholders, shall identify and regularly update the qualification

standards requiring eligibility through an appropriate TESDA-issued NC, taking into account 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: *Provided, further*, That the grant of civil service eligibility shall be based on an unexpired NC.

SEC. 6. *Application for and Award of Eligibility.* – Any holder of TESDA-issued NC shall file the application for civil service eligibility at any office of the CSC. For this purpose, the CSC shall ensure that there are designated personnel at its field offices nationwide who shall be responsible for the conversion of TESDA-issued NCs to appropriate civil service eligibility.

SEC. 7. *Implementing Rules and Regulations.* – The CSC and the TESDA shall jointly promulgate the implementing rules and regulations for the effective implementation of this Act within sixty (60) days from the effectivity of this Act.

SEC. 8. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 9. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

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

Approved,