



Republic of the Philippines  
**House of Representatives**  
Quezon City, Metro Manila



Twentieth Congress  
First Regular Session

HOUSE BILL NO. 8701

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**Introduced by Honorable Ferdinand Alexander A. Marcos**

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**EXPLANATORY NOTE**

The Constitution recognizes the close relationship between education and labor in national development. Article II, Section 17 directs the State to give priority to education, while Article II, Section 18 affirms labor as a primary social and economic force and commits the State to promoting full employment and equal employment opportunities.

Taken together, these provisions highlight the importance of ensuring that graduates are able to transition effectively from education to the workforce.

Unemployment and underemployment continue to pose significant challenges in the Philippine labor market. Data from the Philippine Statistics Authority show that approximately 2.16 million Filipinos were unemployed as of January 2025, while 13.3 percent of employed individuals remained underemployed, reflecting the continuing difficulty many Filipinos face in securing stable and meaningful work. Young jobseekers are particularly affected, as young Filipinos entering the labor market often face greater difficulty in securing employment opportunities during the early stages of their careers.

For many graduates, the journey towards employment begins with completing documentary requirements for job applications. Employers commonly require academic credentials such as transcripts of records, diplomas, and certificates of graduation as proof of educational attainment. Yet obtaining multiple copies of these documents can involve additional costs and time-consuming procedures, particularly in higher education institutions that continue to rely on manual records processing systems.

This measure seeks to strengthen that transition by addressing practical barriers encountered at the earliest stage of the job-seeking process. The proposed bill requires higher education institutions to provide fresh graduates with copies of their transcripts of records and certified true copies of their diplomas free of charge, and to issue certificates of graduation when transcripts are not yet available. It also promotes the establishment of digital systems for requesting and processing academic records, enabling graduates to obtain these documents more efficiently. ,

By making essential academic records more accessible and improving the efficiency of records processing systems in higher education institutions, this measure helps ensure that Filipino graduates are better equipped to pursue employment opportunities and contribute meaningfully to the nation's workforce.

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

  
**FERDINAND ALEXANDER A. MARCOS**



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**AN ACT**  
**MANDATING HIGHER EDUCATION INSTITUTIONS TO DIGITALIZE**  
**PROCESSING SYSTEMS OF ACADEMIC RECORDS AND TO PROVIDE COPIES**  
**THEREOF FREE OF CHARGE TO FRESH GRADUATES WHO ARE APPLYING**  
**FOR EMPLOYMENT**

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

3 **SECTION 1. *Short Title.*** – This Act shall be known as the “Academic and Labor  
4 Pathways Assistance for Students (ALPAS) Act”.

5  
6 **SEC. 2. *Declaration of Policy.*** – It is the policy of the State to give priority to  
7 education and to protect and promote the right of all citizens to quality education at  
8 all levels, and to take appropriate steps to ensure that education remains accessible  
9 to all.

10 The State likewise affirms labor as a primary social and economic force and  
11 promotes full employment and equality of employment opportunities for all Filipinos.

12 Toward this end, the State recognizes the importance of facilitating the  
13 transition of graduates from education to employment and adopts measures that  
14 remove unnecessary financial and administrative barriers that may hinder fresh  
15 graduates from seeking gainful employment.

1 Consistent with these policies, the State ensures that graduates have timely  
2 and equitable access to essential academic records required for employment and  
3 encourages the modernization and digitalization of academic records processing  
4 systems in higher education institutions in order to promote efficiency, accessibility,  
5 and transparency in the issuance of such documents.

6  
7 **SEC. 3. *Definition of Terms.*** – As used in this Act:

- 8 (a) *Fresh Graduate* refers to a person who has successfully completed a degree  
9 program from a higher education institution and who is, within twelve (12)  
10 months from the date of graduation at the time of availing of the benefits  
11 provided under this Act;
- 12 (b) *Higher Education Institution (HEI)* refers to any public or private university or  
13 college offering degree programs and operating under the supervision and  
14 regulatory authority of the Commission on Higher Education (CHED);
- 15 (c) *Transcript of Records* refers to the official academic record issued by a higher  
16 education institution reflecting the courses taken, grades received, and other  
17 academic information pertaining to the completion of a degree program;
- 18 (d) *Diploma* refers to the official document issued by a higher education institution  
19 certifying that a student has successfully completed the requirements of a  
20 degree program;
- 21 (e) *Certified True Copy* refers to a copy of an academic document issued by a  
22 higher education institution and certified by the registrar or other duly  
23 authorized official of the higher education institution as a faithful and accurate  
24 reproduction of the original;
- 25 (f) *Certificate of Graduation* refers to a certification issued by a higher education  
26 institution attesting that a student has successfully completed the academic  
27 requirements for a degree program and is eligible for the conferment of the  
28 corresponding degree;
- 29 (g) *Employment Application Documents* refer to academic documents issued by a  
30 higher education institution and commonly required by employers as proof of  
31 educational attainment, including transcript of records, diplomas, certificates of  
32 graduation and certified true copies thereof; and

1 (h) *Digital Academic Records System* refers to an electronic system established  
2 and maintained by a higher education institution for the submission and  
3 processing of requests, storage, issuance, and verification of academic records,  
4 including transcript of records, certified true copies of diploma, certificates of  
5 graduation and other certifications.

6 **SEC. 4. *Free Employment Application Documents for Fresh Graduates.*** – All  
7 higher education institutions shall provide fresh graduates with employment  
8 application documents necessary for job applications free of charge.

9 Upon graduation, every fresh graduate is entitled to receive at least five (5)  
10 copies of their transcripts of records or, where the transcript of records is not yet  
11 available, five (5) copies of a certificate of graduation, and five (5) certified true copies  
12 of their diploma without the payment of any fee or charge.

13 Within twelve months from the date of graduation, fresh graduates are entitled  
14 to request and receive an additional five (5) copies of their transcript of records and  
15 five (5) certified true copies of their diploma, likewise free of charge.

16 Higher education institutions shall ensure that the issuance of such documents  
17 is carried out in a timely and efficient manner. No administrative, processing,  
18 certification, or similar fees shall be imposed for the issuance of the copies provided  
19 under this Act.

20 Nothing in this Act shall prevent higher education institutions from charging the  
21 usual fees for additional copies requested beyond those provided under this section.  
22

23 **SEC 5. *Digitization of Academic Records Processing.*** – All higher education  
24 institutions shall establish and maintain a Digital Academic Records System to  
25 facilitate the efficient submission and processing of requests, storage, issuance, and  
26 verification of academic records, including transcript of records, certificates of  
27 graduation, certified true copies of diplomas, and other academic certifications.

28 Such system must enable graduates to submit requests for academic records  
29 through electronic or online platforms, and promote accessible, timely, and efficient  
30 issuance of employment application documents.

1       The Commission on Higher Education shall issue the necessary guidelines and  
2 standards to ensure the effective implementation of this section and may provide  
3 technical assistance to higher education institutions in establishing and maintaining  
4 their respective digital academic records systems.

5       Higher education institutions shall comply with the requirements of this section  
6 within a period to be determined by the Commission on Higher Education in the  
7 implementing rules and regulations.

8  
9       **SEC. 6. *Responsibilities of Higher Education Institutions.*** – All higher education  
10 institutions shall undertake the following responsibilities:

- 11       (a) Ensure the timely issuance of employment application documents to  
12       fresh graduates in accordance with Section 4 of this Act;
- 13       (b) Establish and maintain a Digital Academic Records System consistent  
14       with the requirements set forth in Section 5 of this Act in accordance  
15       with the guidelines to be issued by the Commission on Higher Education;
- 16       (c) Designate the appropriate office or authorized personnel responsible for  
17       the processing, certification, and issuance of academic records covered  
18       by this Act;
- 19       (d) Maintain accurate, secure, and complete academic records of students  
20       and graduates to ensure the integrity and authenticity of documents  
21       issued by the institution;
- 22       (e) Comply with such additional standards and procedures as may be  
23       prescribed by the Commission on Higher Education for the effective  
24       implementation of this Act; and
- 25       (f) Submit periodic compliance reports to the Commission on Higher  
26       Education in such form and frequency as may be determined in the  
27       implementing rules and regulations.

28  
29       **SEC. 7. *Oversight by the Commission on Higher Education.*** – The Commission  
30 on Higher Education shall exercise oversight over the implementation of this Act and  
31 shall ensure the compliance of all higher education institutions with its provisions.

1 For this purpose, the Commission shall monitor the implementation of this Act,  
2 evaluate the compliance of higher education institutions, and adopt such measures  
3 as may be necessary to promote the effective implementation of the benefits  
4 provided under this Act.

5 The Commission may require higher education institutions to submit the  
6 compliance reports and other information necessary to monitor and evaluate their  
7 compliance with this Act, in such form and frequency as may be prescribed in the  
8 implementing rules and regulations.

9  
10 **SEC. 8. *Implementing Rules and Regulations.*** – Within ninety (90) days from  
11 the effectivity of this Act, the Commission on Higher Education shall promulgate the  
12 necessary rules and regulations for the effective implementation of this Act.

13 In the formulation of the implementing rules and regulations, the Commission  
14 on Higher Education shall consult with relevant stakeholders, including  
15 representatives from higher education institutions and other concerned sectors.

16 **SEC. 9. *Appropriations.*** – The amount necessary for the initial implementation  
17 of this Act shall be charged against the current appropriations of the offices and  
18 agencies concerned. Thereafter, such sums as may be necessary for the continued  
19 implementation of this Act shall be included in the annual General Appropriations Act.

20 **SEC. 10. *Separability Clause.*** - If any part of this Act be held as  
21 unconstitutional, other provisions hereof which are not affected shall continue to be  
22 in full force and effect.

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24 **SEC. 11. *Repealing Clause.*** – All laws, decrees, rules and regulations  
25 inconsistent with the provisions of this Act shall be hereby repealed or modified  
26 accordingly.

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28 **SEC. 12. *Effectivity.*** – This Act shall take effect fifteen (15) days after its  
29 publication in the Official Gazette or in a newspaper of general circulation.

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31 *Approved,*