

TWENTIETH CONGRESS)
OF THE REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES

House Bill No. 9762

Introduced by Representative KARL FERNANDEZ LEGAZPI

EXPLANATORY NOTE

The Filipino workforce remains one of the country's greatest strengths and primary drivers of economic growth. As of 2025, the Philippine labor force reached more than 51 million Filipinos, according to the Philippine Statistics Authority (PSA). Despite improvements in employment figures, many workers continue to face challenges related to job-skills mismatch, limited access to upskilling opportunities, and difficulty adapting to rapidly evolving industry demands brought about by digitalization, automation, and changing global labor markets.¹

Studies and reports from the Philippine Institute for Development Studies (PIDS), TESDA, and the Department of Labor and Employment (DOLE) continue to identify skills mismatch as a persistent challenge affecting labor productivity, employability, and long-term economic competitiveness. Many industries report difficulty in finding workers with competencies aligned with emerging job requirements, particularly in digital technology, technical-vocational skills, and modern service sectors. At the same time, many Filipino workers remain vulnerable to displacement due to technological and economic changes.

The rapid growth of the digital economy, freelancing, online work, and non-traditional employment arrangements further highlights the need for a more responsive and accessible workforce development system. Workers in the informal sector, gig economy, and displaced sectors often have limited access to affordable training, certification, and career advancement opportunities despite their significant contribution to the economy.

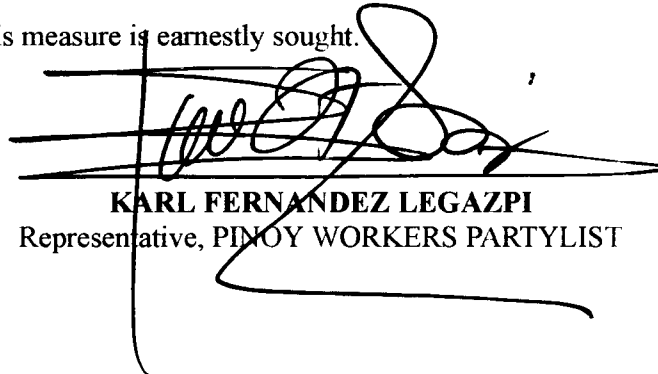
Recognizing these realities, this measure seeks to establish a National Workers Skills Development and Career Advancement Program that will strengthen access to upskilling, reskilling, digital learning, technical-vocational education, employment support services, and career development opportunities for Filipino workers. The measure promotes stronger coordination among the Department of Labor and Employment (DOLE), Technical Education and Skills Development Authority (TESDA), Department of Trade and Industry (DTI), Department of Information and Communications Technology (DICT), local government units,

¹ Philippine Statistics Authority. (2025, November 6). *Participation in the labor force in September 2025 decreased to 51.56 million Filipinos aged 15 years and over*. <https://psa.gov.ph/content/participation-labor-force-september-2025-decreased-5156-million-filipinos-aged-15-years-and-over>

and industry stakeholders to ensure that workforce development programs remain responsive to actual labor market needs.

By investing in the skills, adaptability, and long-term employability of Filipino workers, the State can help create a more competitive, resilient, and future-ready workforce while improving access to decent and sustainable employment opportunities for millions of Filipinos.

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

A handwritten signature in black ink, appearing to read 'Karl Fernandez Legazpi', is written over three horizontal lines. The signature is stylized and fluid, with a long horizontal stroke extending to the right.

KARL FERNANDEZ LEGAZPI
Representative, PINOY WORKERS PARTYLIST

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**AN ACT ESTABLISHING THE NATIONAL WORKERS SKILLS DEVELOPMENT
AND CAREER ADVANCEMENT PROGRAM, STRENGTHENING EMPLOYABILITY,
UPSKILLING, AND CAREER MOBILITY FOR FILIPINO WORKERS, AND
PROVIDING FUNDS THEREFOR**

*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 “Pinoy Workers Skills Development and Career Advancement Act.”

SECTION 2. *Declaration of Policy.* – It is hereby declared the policy of the State to protect and promote the welfare of Filipino workers by strengthening access to skills development, continuing education, employment opportunities, and career advancement programs. The State recognizes the need to equip workers with updated competencies in response to technological change, industry demands, digital transformation, and evolving labor market conditions.

SECTION 3. *Establishment of the National Workers Skills Development and Career Advancement Program.* – There is hereby established a National Workers Skills Development and Career Advancement Program, hereinafter referred to as the “Program,” to be jointly implemented by the Department of Labor and Employment (DOLE), the Technical Education and Skills Development Authority (TESDA), the Department of Trade and Industry (DTI), and the Department of Information and Communications Technology (DICT), in coordination with local government units (LGUs), industry stakeholders, labor organizations, and educational institutions.

SECTION 4. *Coverage.* – The Program shall benefit Filipino workers in the formal and informal sectors, including contractual workers, displaced workers, returning overseas Filipino workers

(OFWs), freelancers, gig economy workers, self-employed individuals, and jobseekers seeking new employment opportunities or career advancement.

SECTION 5. *Skills Development and Training Programs.* – The Program shall provide accessible and affordable training, upskilling, and reskilling opportunities in areas including, but not limited to:

- (a) Digital literacy and information technology;
- (b) Technical-vocational skills;
- (c) Entrepreneurship and small business development;
- (d) Financial literacy and workplace readiness;
- (e) Emerging industries and green jobs;
- (f) Communication and professional development skills; and
- (g) Industry-specific competencies identified by DOLE and TESDA.

Training programs may be conducted through in-person, online, or hybrid modalities.

SECTION 6. *Career Support and Employment Services.* – The DOLE, through its Public Employment Service Offices (PESOs), in coordination with TESDA and LGUs, shall strengthen employment facilitation and career support services, including:

- (a) Job matching and referral services;
- (b) Career counseling and coaching;
- (c) Employment readiness seminars;
- (d) Skills assessment and certification assistance; and
- (e) Labor market information and employment advisories.

SECTION 7. *Support for Micro, Small, and Medium Enterprises (MSMEs).* – The DTI, in coordination with DOLE and TESDA, shall develop support mechanisms encouraging MSMEs to participate in workforce training, apprenticeship, and skills upgrading initiatives for workers.

SECTION 8. *Digital Learning and Accessibility.* – The DICT, in coordination with TESDA and DOLE, shall support the development of accessible digital learning platforms and community-based learning hubs to expand training opportunities, particularly in underserved and rural areas.

SECTION 9. *Incentives and Partnerships.* – The implementing agencies may enter into partnerships with private companies, industry associations, educational institutions, and civil

society organizations for the implementation of training, apprenticeship, scholarship, and employment programs under this Act, subject to existing laws, rules, and regulations.

SECTION 10. *Monitoring and Evaluation.* – The DOLE shall lead the monitoring and periodic evaluation of the Program to assess employment outcomes, skills utilization, program accessibility, and workforce development needs.

SECTION 11. *Appropriations.* – The amount necessary for the implementation of this Act shall be included in the annual General Appropriations Act. The implementing agencies may likewise utilize available funds from existing employment, training, and workforce development programs.

SECTION 12. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the DOLE, TESDA, DTI, and DICT shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SECTION 13. *Separability Clause.* – If any provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall continue to be in full force and effect.

SECTION 14. *Repealing Clause.* – All laws, executive orders, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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

Approved,