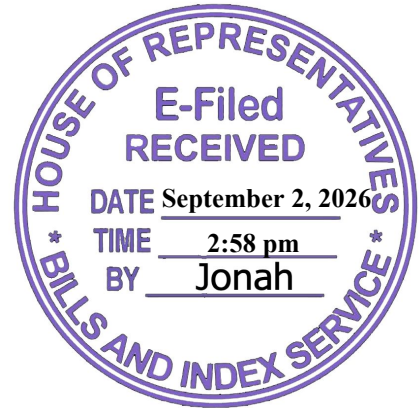




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
Second Regular Session

HOUSE BILL NO. **11074**



Introduced by Representatives Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez and Jude A. Acidre

AN ACT
INSTITUTIONALIZING A NATIONAL EARLY-CAREER MENTORSHIP PROGRAM, ESTABLISHING THE EARLY CAREER MENTORSHIP ACCESSIBILITY FRAMEWORK, PROMOTING ONLINE AND INSTITUTION-BASED MENTORSHIP PLATFORMS, AND PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

The transition from education to employment remains one of the most critical yet underserved stages in the development of Filipino youth. Many graduates and early-career professionals face significant barriers in accessing guidance, professional networks, and industry exposure necessary for successful career entry.

While various government agencies, educational institutions, and private organizations implement mentorship initiatives, these programs remain fragmented, unevenly distributed, and largely inaccessible to youth outside urban centers or elite academic institutions. There is currently no unified national framework that ensures equitable, structured, and measurable access to early-career mentorship opportunities.

This bill seeks to institutionalize the Early Career Mentorship Accessibility Act by establishing a national framework that integrates mentorship programs across government agencies, educational institutions, and private sector partners. It shall

promote the use of digital platforms to ensure accessibility, scalability, and inclusivity, particularly for geographically isolated, disadvantaged, and underrepresented youth.

By formalizing mentorship pathways, standardizing program implementation, and strengthening public-private collaboration, this measure aims to bridge the gap between education and employment, enhance youth employability, and support the development of a competent, competitive, and future-ready Filipino workforce.

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



FERDINAND MARTIN G. ROMUALDEZ



YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE



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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 “*Early Career Mentorship Accessibility Act*”

SEC 2. *Declaration of Policy.* — It is hereby declared the policy of the State to promote inclusive, equitable, and accessible opportunities for youth development and employment readiness. The State recognizes mentorship as a critical component

of human capital development and as a bridge between education and meaningful employment.

Towards this end, the State shall institutionalize a national framework for early-career mentorship that is structured, accessible, technology-enabled, and outcome-oriented. It shall ensure that all Filipino youth, regardless of geographic location, socioeconomic status, or institutional affiliation, are provided with equal access to mentorship opportunities that enhance career readiness, skills development, and professional growth. The State shall likewise promote multi-sectoral collaboration among government agencies, educational institutions, and private sector partners to ensure the sustainability and effectiveness of mentorship programs nationwide.

SEC 3. *Definition of Terms.* — For purposes of this Act:

- (a) *Early-Career Individuals* refers to students, graduates, and young professionals within five (5) years from completion of tertiary education or entry into the workforce;
- (b) *Mentorship* refers to a structured developmental relationship in which experienced professionals provide guidance, support, and knowledge to early-career individuals;
- (c) *Mentor* refers to a qualified professional, practitioner, or expert who provides guidance under this program;
- (d) *Mentee* refers to an early-career individual who participates in the mentorship program;
- (e) *Mentorship Platform* refers to a digital or hybrid system used to facilitate mentorship matching, engagement, monitoring, and evaluation;

SEC 4. *Establishment of the National Early Career Mentorship Program*
— There is hereby established a National Early Career Mentorship Program (NECMP), which shall serve as the primary framework for implementing structured mentorship initiatives for Filipino youth.

The program shall be led by the Department of Labor and Employment (DOLE), in coordination with the Department of Education (DepEd), Commission on Higher

Education (CHED), Technical Education and Skills Development Authority (TESDA), Department of Information and Communications Technology (DICT), Civil Service Commission (CSC), and relevant private sector partners.

The NECMP shall establish standardized mentorship guidelines, accreditation systems for mentors, and a national mentorship database to ensure quality, consistency, and accessibility of services.

SEC 5. *Objectives* — The National Early Career Mentorship Program shall have the following objectives:

- a) To bridge the gap between education and employment through structured mentorship support;
- b) To enhance career readiness, employability, and professional development of Filipino youth;
- c) To institutionalize accessible, inclusive, and scalable mentorship opportunities across sectors;
- d) To promote industry-academia-government collaboration in workforce development;
- e) To provide equitable access to mentorship through digital and community-based platforms;
- f) To develop a sustainable national system for mentor recruitment, training, and evaluation;
- g) To support regional and sector-specific career guidance aligned with national development priorities.

SEC 6. *National Mentorship Framework and Platform* — A centralized National Mentorship Framework and Digital Platform shall be developed and maintained by the DICT, in coordination with DOLE and partner agencies.

The platform shall feature a comprehensive mentor-mentee matching system designed to pair individuals based on their specific skills, interests, and professional career goals. To facilitate these connections, the system shall support both virtual

and hybrid mentorship sessions, complemented by integrated tools for tracking and monitoring engagement levels. Furthermore, the platform shall provide users with access to extensive resource libraries and career development tools, while incorporating robust feedback and evaluation mechanisms to ensure the continuous improvement and effectiveness of the mentorship experience.

The platform shall be designed to be accessible, user-friendly, and inclusive, particularly for users in geographically isolated and disadvantaged areas.

SEC 7. *Integration with Educational Institutions* — All public and private educational institutions shall be encouraged to integrate mentorship programs into their career guidance, internship, or student development frameworks. CHED, TESDA, and DepEd shall ensure that mentorship opportunities are embedded in existing curricula or co-curricular programs, including internship programs, practicum requirements, and career orientation activities. Institutions shall designate focal persons to coordinate mentorship activities and ensure student participation in the program.

SEC 8. *Private Sector and Government Participation* — The State shall encourage active participation of private corporations, professional associations, non-government organizations, and government agencies in providing mentorship opportunities.

Participating entities may register as accredited mentorship providers and shall be recognized for their contribution to workforce development. Government agencies shall likewise designate personnel to serve as mentors, subject to capacity and relevance to their expertise.

SEC 9. *Mentor Accreditation and Standards* — The NECMP shall establish a national accreditation system for mentors to ensure quality and professionalism. Accredited mentors shall undergo orientation or training on mentorship principles, ethical standards, communication, and youth engagement. Only accredited mentors shall be allowed to formally participate in the national mentorship platform.

SEC 10. *Inclusion and Accessibility Measures* — The program shall ensure equitable access to mentorship opportunities by prioritizing:

- a) Youth in geographically isolated and disadvantaged areas (GIDAs);
- b) Low-income and marginalized communities;
- c) Persons with disabilities;
- d) Out-of-school youth and alternative learning system graduates.

Offline, hybrid, and community-based mentorship modalities shall be implemented to complement digital platforms.

SEC 11. *Monitoring, Evaluation, and Reporting* — A comprehensive monitoring and evaluation system shall be established to ensure program effectiveness.

Key indicators shall include:

- a) Number of registered mentors and mentees;
- b) Frequency and duration of mentorship engagements;
- c) Employment or career progression outcomes of mentees;
- d) Geographic and sectoral coverage;
- e) Program satisfaction and feedback ratings.

Annual reports shall be submitted by DOLE to Congress and made publicly accessible.

SEC 12. *Funding* – The initial funding for the implementation of this Act shall be charged against the appropriations of the DOLE and other participating agencies. Thereafter, such sums as may be necessary shall be included in the General Appropriations Act.

Public-private partnerships and international development assistance may also be mobilized to support program implementation.

SEC 13. *Implementing Rules and Regulations (IRR)* – Within ninety (90) days from the effectivity of this Act, DOLE, in coordination with relevant agencies, shall promulgate the necessary rules and regulations.

SEC 14. *Separability Clause* — If any provision of this Act is declared unconstitutional, the remaining provisions shall remain in full force and effect.

SEC 15. *Repealing Clause* — All laws, decrees, and regulations inconsistent with this Act are hereby repealed or modified accordingly.

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

Approve,