Public and Private Sector: Jointly Addressing Labour and Skills Shortages

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY

We are here to empower, make people and communities productive through excellent training programs and services.

EL CID H. CASTILLO
Executive Director, Qualifications and Standards Office, TESDA, Philippines

BILT Bridging Event on “TVET for Hospitality and Tourism: Solutions for the Digital and Green Transition, Singapore
27 June 2023
Sustainable Development Goals

4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Figure 1.1 Strategy Framework of Philippine Development Plan 2023–2028

MATATAG, MAGINHAWA AT PANATAG NA BHAY

ECONOMIC AND SOCIAL TRANSFORMATION FOR A PROSPEROUS, INCLUSIVE, AND RESILIENT SOCIETY

DEVELOP AND PROTECT CAPABILITIES OF INDIVIDUALS AND FAMILIES

- PROMOTE HUMAN AND SOCIAL DEVELOPMENT
  - BOOST HEALTH
  - IMPROVE EDUCATION AND LIFELONG LEARNING
  - ESTABLISH LIVABLE COMMUNITIES

- REDUCE VULNERABILITIES AND PROTECT PURCHASING POWER
  - ENSURE FOOD SECURITY AND PROPER NUTRITION
  - STRENGTHEN SOCIAL PROTECTION

- INCREASE INCOME-EARNING ABILITY
  - INCREASE EMPLOYABILITY
  - EXPAND EMPLOYMENT OPPORTUNITIES
  - ACHIEVE SHARED LABOR MARKET GOVERNANCE

TRANSFORM PRODUCTION SECTORS TO GENERATE MORE QUALITY JOBS AND COMPETITIVE PRODUCTS

- MODERNIZE AGRICULTURE AND AGRI-BUSINESS
- REVITALIZE INDUSTRY
- REINVIGORATE SERVICES

- PROMOTE TRADE AND INVESTMENTS
- ADVANCE R&D, TECHNOLOGY, AND INNOVATION
- ENHANCE INTER-INDUSTRY LINKAGES
- PROMOTE COMPETITION AND IMPROVE REGULATORY EFFICIENCY

PRACTICE GOOD GOVERNANCE AND IMPROVE BUREAUCRATIC EFFICIENCY

ENSURE MACROECONOMIC STABILITY AND EXPAND INCLUSIVE AND INNOVATIVE FINANCE

ENSURE PEACE AND SECURITY, AND ENHANCE ADMINISTRATION OF JUSTICE

EXPAND AND UPGRADE INFRASTRUCTURE

ACCELERATE CLIMATE ACTION AND STRENGTHEN DISASTER RESILIENCE
The PHL Qualifications Framework

LEVEL

BASIC EDUCATION

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT

HIGHER EDUCATION

L8
L7
L6
L5
L4
L3
L2
L1

GRADE 12

NC I
NC II
NC III
NC IV

BACCALAUREATE

POST BACCALAUREATE

DOCTORAL AND POST DOCTORAL

RA 10968 (2018)
The National TESD Plan

SEC. 21 OF R.A. 7796 (TESDA ACT OF 1994)

TESDA is mandated to formulate a COMPREHENSIVE DEVELOPMENT PLAN for MIDDLE-LEVEL MANPOWER for allocation, development, and utilization of SKILLED WORKERS for employment, entrepreneurship, technology development for ECONOMIC & SOCIAL GROWTH.
RA 7796
The Technical Education Act of 1994
25 August 1994

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY
We are here to empower, make people and communities productive through excellent training programs and services.

TESDA is mandated to provide
relevant, efficient, accessible, high-quality

technical education and skills development to develop Filipino middle-level manpower responsive to Philippine development goals.
The Philippine TVET Quality Assurance Framework
Role of TVET in the Philippine Education System

- Producing Skilled and Competent Workforce
- Fostering Social Equity and Inclusion
- Addressing Job-Skills Mismatch
- Contributing to Economic and Social Growth
Maintaining a close cooperation between public and private sectors
RECOGNIZED INDUSTRY BOARDS

28

National
2

Regional
6

Provincial
20

Construction
4

Agri-Fishery
9

Tourism
4

ICT
7

Garments
1

Manufacturing
3
Tourism Industry Board Foundation, Inc

It is a tripartite body composed of private organizations and institutions, the labor sector, and the government agencies for the development of the country's tourism human resource capital.
Areas of Partnerships and Cooperation
Labor Market Information is vital as the country is facing different challenges and changes.
20th International Conference of Labour Statistics

(Mismatch of Persons in Employment)
Some Challenges and Concerns
Reskilling/Upskilling

Globalization
Climate Change
Labor Migration
SDGs
Demographic Changes
Changes in Work Organization
Labor Market Information

- Make informed decisions about labor market
- Helps prepare for the economy of tomorrow

Study and Training
- Job Search Opportunities
- Career planning and preparation
- Hiring, and public or private workforce investments
- Development of New Skills
- Availability of skilled and competent workers for the future of work
Successful Collaborations
## SNA Framework

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<th>METHODOLOGY</th>
<th>TOOLS</th>
<th>RESULT</th>
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<td>Survey</td>
<td>Workplace Skills and Satisfactory Survey</td>
<td>Skills Requirement of the Sector</td>
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<td>Industry Consultation</td>
<td>Guide Industry Questionnaire</td>
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<tr>
<td>Secondary Data</td>
<td>Philippine Development Plan, Industry Roadmap, Jobsfit, studies related to the sector</td>
<td></td>
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SKILLS ANTICIPATION AND PRIORITIZATION OF SKILLS REQUIREMENTS FRAMEWORK

**INPUT**
- National Skills Map

**Secondary Data:**
- Philippine Development Plan
- Industry Roadmaps
- Philippine Skills Framework
- JobsFit
- Studies/LMIR
- Overseas Requirements

- Area-Based Demand Driven TVET (Results of the Provincial/Regional Skills Mapping)
- SNA: Workplace Skills and Satisfaction Survey
- World/ASEAN Skills Competition
- National Policy/Laws
- Emerging Skills Requirements (not included in the National Skills Map)

**PROCESS**
- Sectoral Consultation
- Prioritization of the TESDA Board

**OUTPUT**
- Prioritized Qualification for TR Development
- Recommended Programs for CS Development
- Recommended Programs for TR Review
- Existing TR identified as industry priority
Conduct of Industry Consultation
Skills Need Anticipation: Workplace Skills and Satisfaction Survey (SNA: WSSS)
Development of the National Skills Map
Area-based and Demand Driven TVET
ABDD TVET is TESDA’s policy reform geared towards utilizing LMI for skills matching and anticipation.
Towards Economic Transformation for a Prosperous, Inclusive & Resilient Society

- Promote human capital and social development
  - Improve education and lifelong learning
  - Boost health
  - Establish livable communities

- Increase income earning ability
  - Expand training and skills development
  - Intensify employment facilitation
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