



QUICK LMI

LABOR MARKET INTELLIGENCE REPORT

HEALTH AND WELLNESS

As of September 2020

Technical Education and Skills
Development Authority (TESDA)





BACKGROUND

- Ambisyon 2040, the Philippines' long-term vision, envisions having long and healthy lives for its citizens.
- Improving health outcomes for the country is important in achieving economic well-being for Filipinos. Thus, ensuring quality and affordable healthcare is one of government's most important strategic investments as articulated in the Philippine Development Plan 2017-2022. The passage of the Universal Health Care (UHC) Act and the Mental Health Law are landmark decisions that will help achieve improved nutrition and health for all. Moreover, the UHC law ensures the development of the health system's human resources through the formulation and implementation of the National Health Human Resource Master Plan. It also ensures that all health professionals have permanent employment and competitive salaries. ²
- Healthcare providers in the Philippines' industry profile provides top- line qualitative and quantitative summary information including: market size (value 2015- 19, and forecast to 2024). The profile also contains descriptions of the leading players including key financial metrics and analysis of competitive pressures within the market. The Filipino healthcare providers sector had total revenues of \$16.1bn in 2019, representing a compound annual growth rate (CAGR) of 9.6% between 2015 and 2019. The medical goods segment was the sector's most lucrative in 2019, with total revenues of \$5.7bn, equivalent to 35.5% of the sector's overall value. Whilst private expenditure on healthcare providers continues to grow healthily, a drive towards greater funding from public sources in the Filipino healthcare system is driving major acceleration. ¹
- On 30 January 2020, the World Health Organization (WHO) declared the Coronavirus Disease 2019 (COVID-19) as a Global Public Health Emergency of International Concern, as a call for all countries to act on containing the further spread of the disease. On 11 March 2020, the WHO declared COVID-19 as a pandemic.

¹ Healthcare Providers in Philippines. Retrieved from:

<https://www.marketresearch.com/MarketLine-v3883/Healthcare-Providers-Philippines-13230170/>

² Universal Health Care Act "Republic Act No. 11223. Retrieved from:

https://www.doh.gov.ph/sites/default/files/health_magazine/UHC-IRR-signed.pdf

BACKGROUND



- With this, Presidential Proclamation No. 922, s. 2020 was issued declaring a State of Public Health Emergency throughout the Philippines due to COVID-19 and the Code Red Sublevel Two (2) in accordance with the recommendation of the Department of Health (DOH) and the Inter-Agency Task Force for the Management of Emerging Infectious Diseases. Subsequently, Presidential Proclamation No. 9292, s. 2020 was issued to declare a State of Calamity throughout the Philippines. In response to the pandemic, the Philippine government needed to enhance its capabilities, in order to ensure speedy processing of information for decision-makers, up-to-date online communication with medical workers and experts, and efficient data gathering for contact tracing. This went hand-in-hand with the large need for health workers and the production of personal protective equipment (PPE) at the time, both of which were impacted negatively as the disease ran its course throughout the country.
- One of the enacted measures is the Bayanihan to Heal as One Act, granting the president an additional authority to combat the COVID-19 pandemic which includes hiring temporary Human Resources for Health (HRH), who shall receive appropriate compensation, allowances and hazard duty pay, to complement or supplement the current health workforce or to man the temporary medical facilities.
³ These measure is hope to be continued through the Bayanihan to Recover as One Act or Bayanihan 2, which aims to boost the recovery of the Philippines of the adverse the impact of the Corona Virus Disease of 2019 (COVID-19) pandemic to the Philippine economy and society. ⁴
- According to the World Bank, TVET can be utilized to address the immediate training needs of health workers, those engaged in the production of PPEs, and those who provide child or eldercare. This is mainly due to the fact that TVET is modular in nature, allowing students to learn at the pace and environment that is applicable to them; directly shifting their subjects to COVID-19 response will help produce students who can act as frontliners.
- In addition to this immediate role, TVET could also be used to help the Philippines transition to a “new normal”. Healthcare workers would see a greater demand, in addition to special caretakers.



BACKGROUND

- The Department of Health issued Memorandum No. 2020-0153 on March 31, 2020, which provided the guidelines for the hiring of additional health workers in response to the Pandemic. As it currently stands, the need for health-related skills are high in the following occupations:
 - Medical Specialist II
 - Medical Officer III
 - Nurse II
 - Medical Technologist II
 - Respiratory Therapist II
 - Radiologic Technologist II
 - Medical Equipment Technician III (Mechanical Ventilator Technician)
- In response to the COVID-19 pandemic, the following are the in-demand jobs identified:
 - Contact Tracer
 - Swabber
 - Data Encoder
 - Administrative Assistant
 - Nursing Attendant/Admin Aide
 - Workers for Telemedicine
- Below are the in-demand and occupations for the for the health and wellness sector:

BACKGROUND



In-Demand	Hard-to-Fill	Other Occupations
Ballet Instructor	2D Echocardiography Technician	Aestheticians
Barber	Dental Assistant	Beauty Expert
Beautician	Dental Technician	Consultant
Clerk	Dietetic Technician	Dentist
Hairdresser	Embalmer	Dietician
Hospital Attendant	Medical Specialist	Instructor (Gym, Fitness ,Aerobics)
Midwifery Professional	Nutritionist	Inventory Supervisor
Nail Technician	Optician	Laboratory Scientist
Psychometrician	Optometrist	Manicurist, Pedicurist, Hairstylist
Radiology Technician	Physical Therapy Technician	Spa/Massage Therapist
Respiratory Therapist	Psychologist	MIS Technical Support
		Nurse
		Pharmacy Aide
		Surgeon
		X-Ray Technologist
		Human Resource Officer
		Security Guard
		Healthcare Personnel



TVET CAPACITY

- TRAINING REGULATIONS
 - Below are the In-Demand and Hard-to-Fill occupations and their corresponding TESDA Training Regulations (TRs).

In-Demand	Sector	TESDA Training Regulation
Ballet Instructor	SOCIAL, COMMUNITY DEVELOPMENT AND OTHER SERVICES	Performing Arts (Dance) NC II
Barber		Barbering NC II
Beautician		Beauty Care NC II
Clerk		Beauty Care NC III
Hairdresser		Bookkeeping NC III
		Hairdressing NC II
Hairdressing NC III		
Hospital Attendant		
Midwifery Professional		
Nail Technician	SOCIAL, COMMUNITY DEVELOPMENT AND OTHER SERVICES	Beauty Care Services (Nail Care) NC II
		Beauty Care Services (Nail Care) NC III
Psychometrician		
Radiology Technician		
Respiratory Therapist		

Other Occupations	Sector	TESDA Training Regulation
Aestheticians		
Beauty Expert		
Consultant		
Dentist		
Dietician		
Instructor (Gym, Fitness ,Aerobics)		
Inventory Supervisor		
Laboratory Scientist		

TVET CAPACITY



Spa/Massage Therapist	Human Health / Health Care	Hilot (Wellness Massage)NC II
		Massage Therapy NC II
MIS Technical Support		
Nurse		
Pharmacy Aide	SOCIAL, COMMUNITY DEVELOPMENT AND OTHER SERVICES	Pharmacy Services NC III
Surgeon		
X-Ray Technologist		
Human Resource Officer		
Security Guard	SOCIAL, COMMUNITY DEVELOPMENT AND OTHER SERVICES	Security Services NC I
		Security Services NC II
Healthcare Personnel	Human Health / Health Care	Health Care Services NC II
Contact Tracer		None
Swabber		None
Data Encoder		All TESDA Training Regulations in Health Sector have related competency on Data Encoding (source: QSO)
Administrative Assistants	Wholesale and Retail Trading	Customer Services NC II
	Information and Communications Technology	Contact Center Services NC II
Medical Equipment Technician (Mechanical Ventilator Technician)	Human Health / Health Care	Biomedical Equipment Services NC II



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Nursing Assistant	Human Health / Health Care	Health Care Services NC II
Ward Assistant		None
Ambulance Driver	Automotive and Land Transport	Driving NC II
Barangay Health Worker	Human Health / Health Care	Barangay Health Services NC II
Nursing Attendant/Admin Aide		None
Workers for Telemedicine	Human Health / Health Care	Health or allied health TRs

- It may be worth noting that there are some in-demand and hard-to-fill jobs that will be addressed by higher education, i.e. Midwife, Psychometrician. However, there are in-demand and hard to fill jobs that still do not have corresponding TESDA TRs.

TVET CAPACITY



- Number of Registered Programs (With Training Regulation) as of December 2019

Qualifications	Number of Registered Programs
Barangay Health Services NC II	20
Barbering NC II	3
Beauty Care NC II	119
Beauty Care NC III	1
Beauty Care Services (Nail Care) NC II	135
Beauty Care Services (Nail Care) NC III	1
Biomedical Equipment Services NC II	2
Bookkeeping NC III	537
Caregiving NC II	345
Contact Center Services NC II	192
Customer Services NC II	14
Dental Hygiene NC IV	2
Dental Laboratory Technology Services (Fixed) NC II	7
Dental Laboratory Technology Services (Removable) NC II	5
Dental Laboratory Technology Services NC I	4
Dental Technology NC IV	2
Driving NC II	404
Emergency Medical Services NC II	23
Hairdressing NC II	136
Hairdressing NC III	1
Health Care Services NC II	243
Hilot (Wellness Massage) NC II	315
Massage Therapy NC II	52
Performing Arts (Dance) NC II	
Pharmacy Services NC III	16
Security Services NC I	49
Security Services NC II	70



TVET CAPACITY

Number of TVIs (With Training Regulation) as of December 2019

Qualifications	Number of TVIs
Barangay Health Services NC II	20
Barbering NC II	3
Beauty Care NC II	119
Beauty Care NC III	1
Beauty Care Services (Nail Care) NC II	137
Beauty Care Services (Nail Care) NC III	2
Biomedical Equipment Services NC II	2
Bookkeeping NC III	537
Caregiving NC II	345
Contact Center Services NC II	192
Customer Services NC II	14
Dental Hygiene NC IV	2
Dental Laboratory Technology Services (Fixed) NC II	7
Dental Laboratory Technology Services (Removable) NC II	6
Dental Laboratory Technology Services NC I	4
Dental Technology NC IV	2
Driving NC II	404
Emergency Medical Services NC II	23
Hairdressing NC II	136
Hairdressing NC III	1
Health Care Services NC II	243
Hilot (Wellness Massage) NC II	315
Massage Therapy NC II	52
Performing Arts (Dance) NC II	
Pharmacy Services NC III	16
Security Services NC I	49
Security Services NC II	70

TVET CAPACITY



- Enrollment, Graduates, Assessed and Certified by Qualification (With Training Regulation) as of December 2019

Qualifications	Enrollment	Graduates	Assessed	Certified
Barangay Health Services NC II	345	344	721	679
Barbering NC II			163	156
Beauty Care NC II	7,568	5,943	10,080	9,520
Beauty Care NC III			39	37
Beauty Care Services (Nail Care) NC II	6,814	5,549	11,001	10,794
Beauty Care Services (Nail Care) NC III	25	13	40	40
Biomedical Equipment Services NC II	113	58	268	231
Bookkeeping NC III	11,053	9,439	43,339	29,878
Caregiving NC II	14527	11004	30,263	29,043
Contact Center Services NC II	15747	13407		
Customer Services NC II	380	325	2,564	2,541
Dental Hygiene NC IV	80	69		
Dental Laboratory Technology Services (Fixed) NC II	84	62	40	40
Dental Laboratory Technology Services (Removable) NC II	68	36	10	10
Dental Laboratory Technology Services NC I	78	20		



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Dental Technology NC IV				
Driving NC II	35,663	31,564	53,825	51,253
Emergency Medical Services NC II	734	435	2,714	2,186
Hairdressing NC II	4,880	4,027	9,998	9,555
Hairdressing NC III			69	69
Health Care Services NC II	3,708	2,707	8,920	8,684
Hilot (Wellness Massage) NC II	33,136	27,530	35,373	34,370
Massage Therapy NC II	1,445	972	10,226	9,491
Performing Arts (Dance) NC II				
Pharmacy Services NC III	262	239	7,421	6,977
Security Services NC I	502	392	524	510
Security Services NC II	1,103	986	2,256	2,141

TVET CAPACITY



- Enrollment, Graduates, Assessed and Certified by Qualification (With Training Regulations from the period of January –June 2020)

Qualification	Enrolled	Graduated	Assessed	Certified
Barangay Health Services NC II			44	44
Barbering NC II			4	4
Beauty Care NC II	73	235	589	575
Beauty Care NC III				
Beauty Care Services (Nail Care) NC II	308	1,132	2945	2,867
Beauty Care Services (Nail Care) NC III		12	9	9
Biomedical Equipment Services NC II	3		55	53
Bookkeeping NC III	626	1,053	1,411	6,192
Caregiving NC II	1,273	1,276	6,968	6,606
Contact Center Services NC II	1,339	3,884		
Customer Services NC II		98	237	233
Dental Hygiene NC IV				
Dental Laboratory Technology Services (Fixed) NC II			30	27
Dental Laboratory Technology Services (Removable) NC II				



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Dental Laboratory Technology Services NC I				
Dental Technology NC IV				
Driving NC II	3,394	5,147	11,452	10,875
Emergency Medical Services NC II	56	24	354	306
Hairdressing NC II	99	342	1,834	1,743
Hairdressing NC III				
Health Care Services NC II	116	284	1,879	1,848
Hilot (Wellness Massage) NC II	1,546	5,780	8,707	8,460
Massage Therapy NC II	120	308	1,878	1,761
Performing Arts (Dance) NC II				
Pharmacy Services NC III			66	309
Security Services NC I	21		57	65
Security Services NC II	44		178	234

TVET CAPACITY



- TRAINERS/ ASSESSORS
 - Number of NTTC Holders and Assessors by Qualification (With Training Regulation as of December 2019)

Qualification	Trainer (NTTC)
Barangay Health Services NC II	72
Barbering NC II	
Beauty Care NC II	437
Beauty Care NC III	34
Beauty Care Services (Nail Care) NC II	488
Beauty Care Services (Nail Care) NC III	10
Biomedical Equipment Services NC II	10
Bookkeeping NC III	
Caregiving NC II	888
Dental Hygiene NC IV	4
Dental Laboratory Technology Services (Fixed) NC II	12
Dental Laboratory Technology Services (Removable) NC II	9
Dental Laboratory Technology Services NC I	
Dental Technology NC IV	2
Driving NC II	1,333
Emergency Medical Services NC II	96
Hairdressing NC II	402
Hairdressing NC III	31
Health Care Services NC II	515
Hilot (Wellness Massage) NC II	809
Massage Therapy NC II	636
Performing Arts (Dance) NC II	
Pharmacy Services NC III	131
Security Services NC I	
Security Services NC II	



TVET CAPACITY

o Assessment Centers (AC) and Competency Assessors (CA) by Qualification
(With Training Regulation) as of December 2019)

Qualification	Assessor	Assessment Center
Barangay Health Services NC II	26	18
Barbering NC II		
Beauty Care NC II	139	99
Beauty Care NC III	9	4
Beauty Care Services (Nail Care) NC II	171	141
Beauty Care Services (Nail Care) NC III	4	3
Biomedical Equipment Services NC II	3	7
Bookkeeping NC III		
Caregiving NC II	285	151
Dental Hygiene NC IV		
Dental Laboratory Technology Services (Fixed) NC II	3	1
Dental Laboratory Technology Services (Removable) NC II	1	1
Dental Laboratory Technology Services NC I		
Dental Technology NC IV		
Driving NC II	523	275
Emergency Medical Services NC II	32	15
Hairdressing NC II	168	111
Hairdressing NC III	10	4
Health Care Services NC II	193	110
Hilot (Wellness Massage) NC II	259	6
Massage Therapy NC II	259	6
Performing Arts (Dance) NC II		
Pharmacy Services NC III	86	44
Security Services NC I		
Security Services NC II		

CONCLUSION AND RECOMMENDATIONS



- TESDA has to conduct further consultation with the industry to identify the necessary skills requirement from TVET graduates, and in response to the new and emerging skills brought about by the developments in the provision of health and wellness services.
- TESDA needs to facilitate the development of the training programs according to the skills requirements/needs to combat COVID-19.
- TESDA needs to review/revisit the health and wellness qualifications in order to determine that the competencies, both technical and soft skills, are applicable to the needs of the sector.
- To increase the number of training providers and assessors for the in-demand and hard-to-fill qualifications, TESDA needs to engage the DOH and all relevant stakeholders.
- TESDA has strengthen its advocacy to promote the different programs under health and wellness sector to increase the number of trainees and certified personnel in order to respond to the employment requirements especially for the critical jobs/occupations.



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