



Technical Education and Skills Development Authority



LABOR MARKET INTELLIGENCE REPORT

ISSUE NO. 5 | SERIES OF 2020



LABOR MARKET
INTELLIGENCE REPORT

INTO THE FUTURE

Looking into the skills for the post-pandemic labor market

Issue no. 5 | Series of 2020
Technical Education and Skills
Development Authority (TESDA)



I. BACKGROUND

The implementation of community quarantines, lockdowns and limiting of movement to contain the novel Coronavirus Disease 2019 COVID-19 implemented in various countries including the Philippines, has led to widespread disruptions, thereby affecting economies, global supply chains, businesses and labor market. So many people have lost their jobs especially in economic sectors that were severely impacted by the pandemic such as accommodation and food services; transportation, storage and communication; manufacturing; and wholesale and retail trade. There are pressures currently experienced by businesses to be able to stay resilient in a post-pandemic era, through the change in business models, and to be able to continue to provide employment. The changes in the economy as well as in business practices may require workers to adapt and adopt to these changes. These changes may necessitate having a new set of skills, which can be addressed through retooling and reskilling.

TESDA as the primary government agency tasked to provide relevant, accessible, high quality and efficient technical education and skills development (TESD) in the Philippines, should be able to provide the necessary education and training support that is responsive to these changes and impacts. This report seeks to provide insights and information on the labor market in a post-pandemic situation, in order to provide guidance to the agency in recalibrating its priorities for TESD.



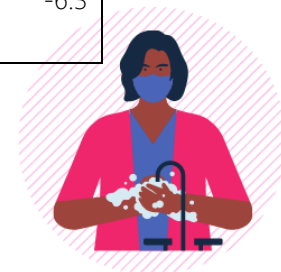
II. ECONOMIC IMPACT

The following are the economic forecasts for the Philippines (as of August/ September 2020):

	2020	2021
International Monetary Fund	-8.3%	7.4%
Institute of International Finance	-7.5%	7%
Asian Development Bank	-7.3%	6.5%
Asean+3 Macroeconomic and Research Office (Amro)	-7.6%	6.6%
NEDA	-5.5%	6.5-7.5%

The National Economic and Development Authority (NEDA) estimated that the foregone revenues (excluding losses in the transport sector) during the 45-day Extended Community Quarantine (ECQ) is roughly at PHP1.1 trillion, representing 5.6 percent of the GDP. While the community quarantine rules have been generally relaxed since May 2020, some of the economic activities have not been fully restored and operational. Thus, economic losses are still being experienced. The latest report from the Philippine Statistics Authority (PSA) showed that the Philippines' Gross Domestic Product (GDP) has declined by 16.5% in the second quarter of 2020. The sectors that have positive growth rates are the Public administration and defense; compulsory social activities, Financial and insurance activities, information and communication, and Agriculture, forestry and fishery. The possible reasons for the positive growth rates in the sectors are due to the continuing demand for the goods and services of the sectors. The accommodation and food service activities, other service activities, and transportation and storage experienced the steepest decline, as these sectors' activities have been limited, or not allowed, due to the strict quarantine measures imposed to prevent the spread of the virus.

Growth Rate of (in constant 2018 prices)	2019 – 2020
Economic Sector	Sem 1
Agriculture, forestry, and fishing	0.6
Industry	-13.5
01. Mining and quarrying	-22.9
02. Manufacturing	-12.5
03. Electricity, steam, water and waste management	-0.9
04. Construction	-20.3
Services	-8.2
01. Wholesale and retail trade; repair of motor vehicles and motorcycles	-6.3



Growth Rate of (in constant 2018 prices)	2019 – 2020
02. Transportation and storage	-36.6
03. Accommodation and food service activities	-41.2
04. Information and communication	5.9
05. Financial and insurance activities	7.9
06. Real estate and ownership of dwellings	-11.5
07. Professional and business services	-10.4
08. Public administration and defense; compulsory social activities	7.1
09. Education	-6.3
10. Human health and social work activities	-5.9
11. Other services	-37.0
Gross Domestic Product	-9.0
Net primary income from the rest of the world	-13.7
Gross National Income	-9.5

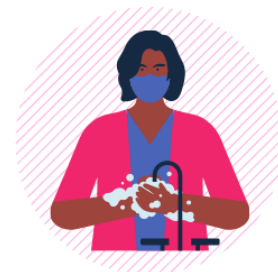
Source: PSA

There is a general recognition for the need to open the economy to achieve growth. However, critical to economic growth is the need for citizens to be confident that COVID-19 is under control. Countries that have restored confidence—or are close to doing so—have seen economic activity return or begin to return to pre-crisis levels. The OECD estimates that “for every three months’ delay in getting the virus under control across OECD countries, the recovery of GDP to pre-crisis levels could be delayed by as much as six months.”

What are the Indicators of Confidence?


- New case counts are low
- Widespread testing for official counts to represent accurately actual conditions.
- Number of serious cases requiring hospitalization are effectively handled by the health system
- Effective, credible and consistent communication about health interventions by leaders such that the public and private sectors can plan accordingly
- Public-health measures delivered effectively and sufficient to prevent increases in transmission.
- Public-health interventions, including those for high- risk and vulnerable populations, do not structurally prevent economic recovery

Source: McKinsey and Company





According to Socioeconomic Planning Secretary Karl Kendrick Chua, the following key thrusts of the Philippine government's economic recovery:

- 
- Intensify the information and education campaign and implementation of the Prevent, Detect, Isolate Treat and Reintegration (PDITR) strategy.
 - Develop the Personal Protective Equipment (PPE) ecosystem and implement a strategic stockpiling system of PPE and other essential goods with links to domestic manufacturers.
 - Support the agriculture sector, including urban agriculture.
 - Minimize disruptions in value chain and the logistics sector.
 - Extend financial assistance, retooling and upskilling programs, alternative livelihood programs and job matching services.
 - Provide support for flexible learning opportunities.
 - Improve in the digital infrastructure and provide support to MSME especially for digital transformation
 - Continue implementation of projects on ecological integrity
 - Reopen safely and sufficiently the public transport system.
 - Resumption of the Build, Build, Build program.

III. LABOR MARKET IMPACT

a. Employment Situation

COVID-19 will have far-reaching impacts on labour market outcomes, especially on the sectors that have been severely affected by the lockdowns.

As shown in the latest Labor Force Survey results, the Philippines reached a record-high unemployment rate of 17.3% in April 2020, accounting for 7.3 million unemployed Filipinos, which reflects an employment situation aftermath of the COVID-19 economic shutdown. But due to the ease in quarantine restrictions with more industries allowed to operate, the unemployment rate in July 2020 has been reduced to 10%, accounting for 4.6 million unemployed Filipinos. The Mining and quarrying, Construction, and Wholesale and retail trade; repair of motor vehicles and motorcycles have experienced the largest growth in employment between April and July 2020.


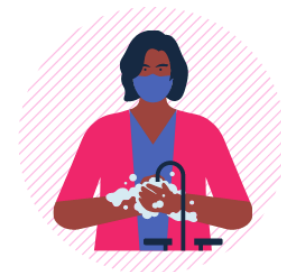



Table 1: Employment by Major Industry Group, Philippines: July 2020, April 2020 and July 2019


MAJOR INDUSTRY GROUP	Total							
	July 2020 ^P	July 2019 ^R	April 2020 ^P	Growth rate(%)		Percent Distribution		
				July 2020 - July 2019	July 2020 - April 2020	July 2020 ^P	July 2019	April 2020
PHILIPPINES	41,306	42,521	33,764	(2.9)	22.3	41,306	42,521	33,764
Agriculture ('000)	10,870	9,731	8,743	11.7	24.3	10,870	9,731	8,743
Agriculture and Forestry (%)	9,752	8,313	7,647	17.3	27.5	89.7	85.4	87.5
Fishing and aquaculture (%)	1,117	1,418	1,096	(21.2)	1.9	10.3	14.6	12.5
Industry ('000)	7,785	8,053	5,745	(3.3)	35.5	7,785	8,053	5,745
Mining and quarrying (%)	243	204	154	19.3	57.8	3.1	2.5	2.7
Manufacturing (%)	3,373	3,701	2,702	(8.9)	24.8	43.3	46.0	47.0
Electricity, gas, steam and air conditioning supply (%)	83	74	61	12.2	35.9	1.1	0.9	1.1
Water supply; sewerage, waste management and remediation activities (%)	52	55	48	(5.0)	8.6	0.7	0.7	0.8
Construction (%)	4,034	4,018	2,779	0.4	45.1	51.8	49.9	48.4
Services ('000)	22,651	24,737	19,276	(8.4)	17.5	22,651	24,737	19,276
Wholesale and retail trade; repair of motor vehicles and motorcycles (%)	8,894	8,547	6,452	4.1	37.8	39.3	34.6	33.5
Transportation and storage (%)	2,913	3,244	2,583	(10.2)	12.8	12.9	13.1	13.4
Accommodation and food service activities (%)	1,281	2,000	1,224	(35.9)	4.7	5.7	8.1	6.4
Information and communication (%)	306	430	267	(28.8)	14.5	1.4	1.7	1.4
Financial and insurance activities (%)	558	560	437	(0.4)	27.7	2.5	2.3	2.3
Real estate activities (%)	218	263	163	(17.3)	33.6	1.0	1.1	0.8
Professional, scientific and technical activities (%)	248	309	233	(19.7)	6.8	1.1	1.3	1.2
Administrative and support service activities (%)	1,535	1,736	1,501	(11.6)	2.2	6.8	7.0	7.8
Public administration and defense; compulsory social security (%)	2,555	2,817	2,499	(9.3)	2.2	11.3	11.4	13.0
Education (%)	1,192	1,278	1,122	(6.7)	6.2	5.3	5.2	5.8
Human health and social work activities (%)	545	491	460	11.0	18.5	2.4	2.0	2.4
Arts, entertainment and recreation (%)	117	433	200	(72.9)	(41.4)	0.5	1.7	1.0
Other service activities (%)	2,286	2,629	2,135	(13.0)	7.1	10.1	10.6	11.1
Activities of extraterritorial organizations and bodies (%)	4	1	0	555.4	2,092.4	0.0	0.0	0.0

Source: PSA





Measures that have been taken to mitigate the health crisis, such as social distancing and closures in retail, transport, restaurants, hotels, and other service industries will hit low-paid and insecure workers particularly hard. Low-paid workers (full-time workers earning less than two-thirds of the national median) represent around 15% of all full-time employees across OECD countries on average.




Teleworking may reduce some of the immediate economic impacts of social distancing measures, but in practice it is restricted to a small share of workers. In the study of Dingel and Neiman (2020) on the number and types of jobs that can be performed at home, 361 occupations out of nearly 1,000 occupations in the United States (US), or 37% of total occupations, can be performed at home. In addition, Dingel and Neiman also reported that only 26% of jobs in the Philippines are teleworkable.

Using the classification made by Dingel and Neiman, a similar study¹ was conducted by the Asian Institute of Management. According to their study,

- Only 105, or 26% of occupations can be classified as teleworkable. This confirms the initial findings of Dingel and Nieman.
- Only 22% of the labor force is engaged in teleworkable occupations
- According to major industry classification, these are the percentage of workers in teleworkable occupations:
 - Agriculture – 0.4%
 - Industry – 17%
 - Services – 83%
- Distribution of workers in teleworkable occupations by subsector:
 - Education – 81%
 - Real estate – 67%
 - Professional, scientific and technical activities – 67%
 - Financial and insurance activities – 56%
 - Information and communication – 47%

Workers in industries where work is location specific (i.e. agriculture, construction) or involves high contact with the public (i.e. retail) are less likely to be able to work from home.

- 
- Distribution of workers in teleworkable jobs by major occupation group:
 - Professionals – 69%
 - Clerical support workers – 46%
 - Technicians and associate professionals – 30%

¹ Webinar entitled “Telework Potential in the Philippines” held on 21 October 2020



- Craft and related trades workers – 20%
- Managers – 17%
- Service and sales workers – 4%

Workers in elementary occupations, as well as skilled agricultural, forestry and fishery workers, and plant and machine operators and assemblers, are also less likely to be able to work from home.

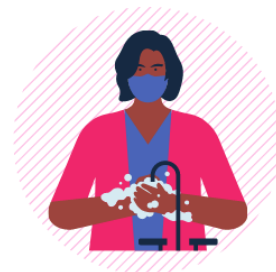
- Proportion of workers in teleworkable activities by highest educational attainment
 - College degree or higher – 43%
 - Above high school degree but below college degree – 15%
 - High school degree – 7%
 - Below high school degree – 4%
 - Elementary degree – 4%
 - Below elementary degree – 2%

Another development that was brought by the pandemic is the reliance on contingent or gig workers. According to the Baruch College of the City University of New York, contingent workers do not have an implicit or explicit contract for employment, or do not have an employer- employee relationship. These workers are also considered independent contractors, freelancers, or self-employed workers. The ILO attributes the rise of gig workers “to long-term trends of non-standard work arrangements, and the rise of the platform economy or gig economy which has become a major game-changer.” Gartner predicts that reliance on these workers instead of hiring full-time employees is being undertaken as a cost-saving measure. While the exact number of workers is difficult to estimate, the ILO reports that available estimates range from 0.7 to 34% of workers. The United States’ Bureau of Labor Statistics estimated that in 2017,

- there are 5.9 million contingent workers, comprising 3.8 % of total US employment;
- 55% of contingent workers are aged 25-54 years old;

Age	Percentage
16 to 24 years	27.5
25 to 54 years	55
55 years and older	17.4

- Contingent workers aged 25-54 years old are found across all levels of educational attainment





Educational attainment	Percentage
Less than a high school diploma	13.50%
High school graduates, no college	22.1
Some college or associate degree	20.9
Bachelor's degree or higher	43.5

- Almost 60% of contingent workers work full time

Status	Percentage
Usually work part time	40.80%
Usually work full time	59.2

- More than 30% of contingent workers are employed in Education and health services industry

Industry	Percentage
Agriculture and related industries	3.20%
Mining, quarrying, and oil and gas extraction	0.2
Construction	10.8
Manufacturing	6.3
Wholesale trade	1
Retail trade	6.2
Transportation and utilities	4.1
Information	1.6
Financial activities	2.6
Professional and business services	14.9
Education and health services	31.3
Leisure and hospitality	9.3
Other services	5.3
Public administration	3.3

- More than 30% of contingent workers are in Professional and related occupations

Occupation	Percentage
Management, business, and financial operations occupations	7.90%
Professional and related occupations	31.2
Service occupations	17.1
Sales and related occupations	4.9



Office and administrative support occupations	11.3
Farming, fishing, and forestry occupations	2.7
Construction and extraction occupations	10.6
Installation, maintenance, and repair occupations	2
Production occupations	4.6
Transportation and material moving occupations	7.7

- However, more than half of the contingent workers prefer permanent employment. One of the issues raised about contingent work and not being employed permanently is the constant search for new contracts, and thus require continuous development of skills.

Prefer permanent employment	55.10%
Prefer contingent employment	32.8
It depends	9.5
Not available	2.6

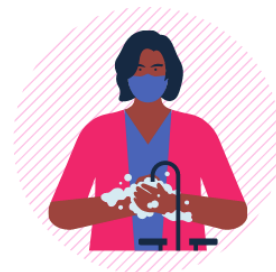
Technological transformation has also accelerated during the pandemic, and this development has changed the way things are done, and have definite implications on the nature of work, stressing the need for adoption and adaptation. The need to adopt and adapt will require skills that are not be limited to task-oriented or technical skills, but will require more holistic job skills. The World Economic Forum reports that “companies want people with an eye for detail, creative problem solving skills, a collaborative mindset and an ability to deal with ambiguity and complexity.”²

b. Opportunities

i. International/Global

Burning Glass Technologies, a data analytics firm in the employment field, has coined the term “Lifeboat Jobs”, which refers to jobs that can serve as “lifeboats” for at least some of those who have lost work and that did not require advanced training, education, or a license, as well as jobs that are growing, or declining at lower rates in the market. In addition, these jobs are not dead-end occupations, and offer pathways for longer-term opportunities in terms of salary increase and career development.

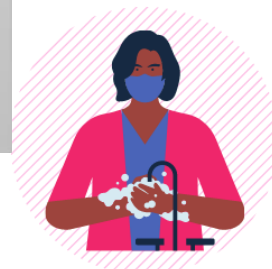
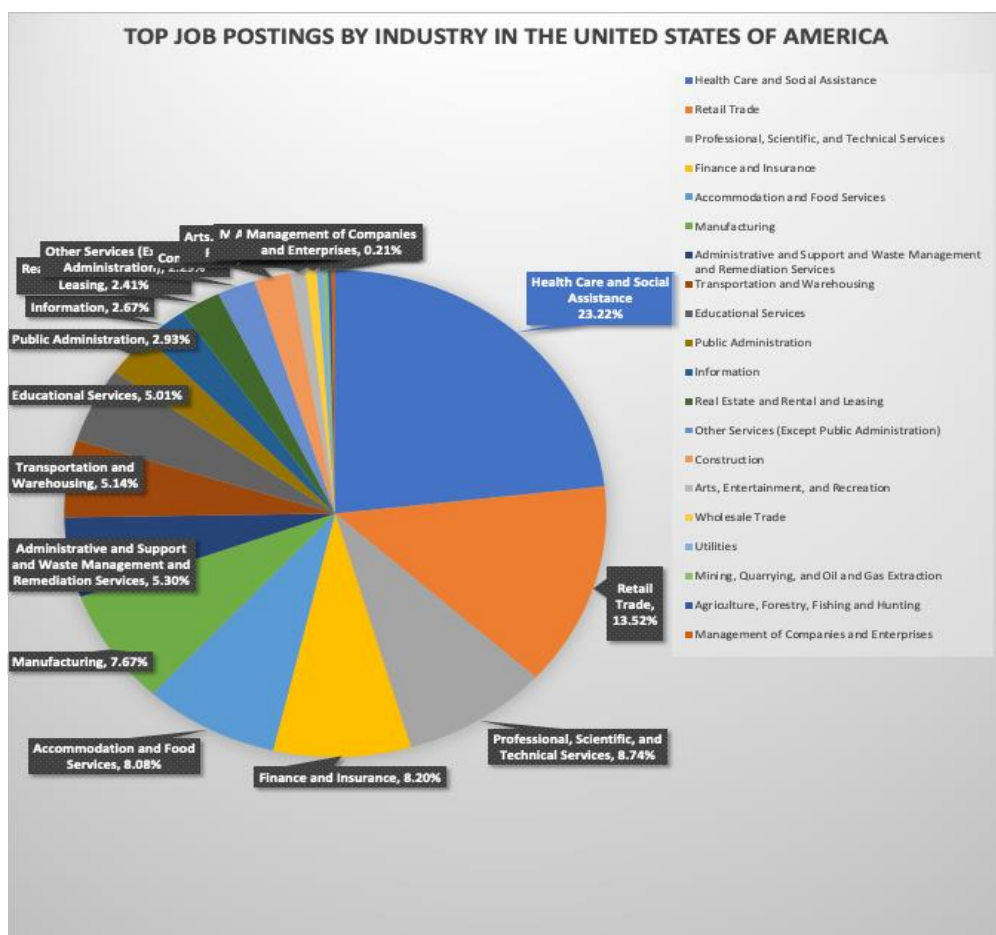
² <https://www.weforum.org/agenda/2020/09/reckoning-for-skills/>



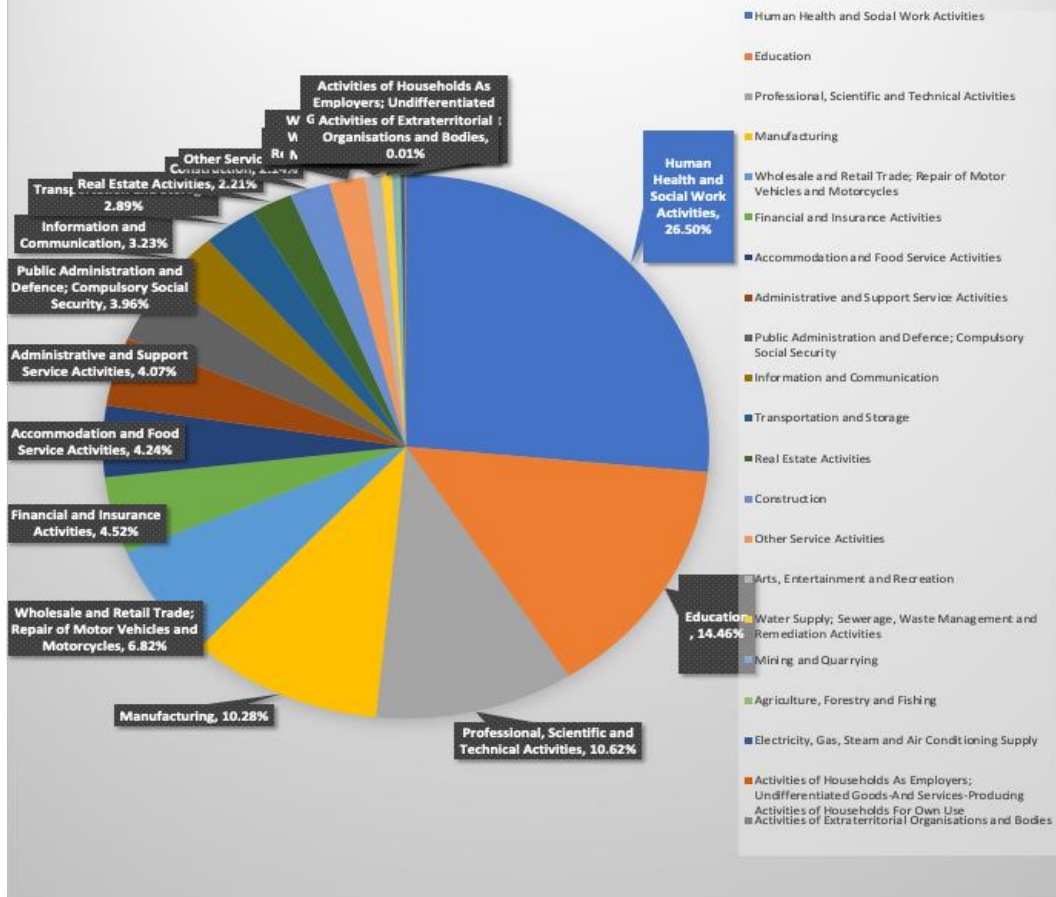
Occupation	Job Postings from week of 3/2 to week of 4/20	Growth from week of 3/2 to week of 4/20
Shipping, Receiving, and Traffic Clerks	10,175	59%
Driver/Sales Workers	28,739	28%
Personal Care Aides	28,888	4%
Mental Health Counselors	9,312	4%
Computer and Information Research Scientists	6,637	-6%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37,246	-7%
Cashiers	31,459	-12%
Respiratory Therapists	8,987	-19%
Stock Clerks and Order Fillers	51,948	-19%
Home Health Aides	17,305	-20%

Burning Glass has also generated data on the job postings by industry and occupation in the following countries: Australia, Canada, New Zealand, Singapore, United Kingdom and the United States of America. Industries with the highest demand for workers, and the types of jobs can be inferred based on these data.

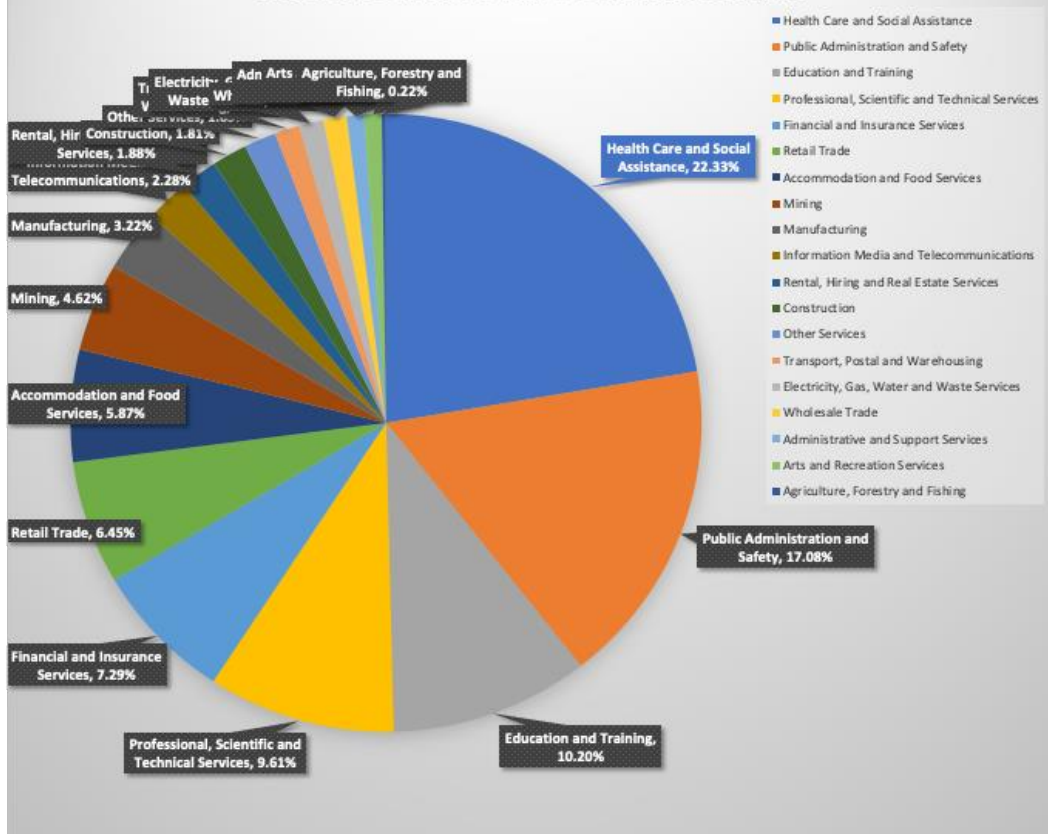
As to job postings by industry, the Health Care industry has the highest demand for workers in 4 out of 6 countries.



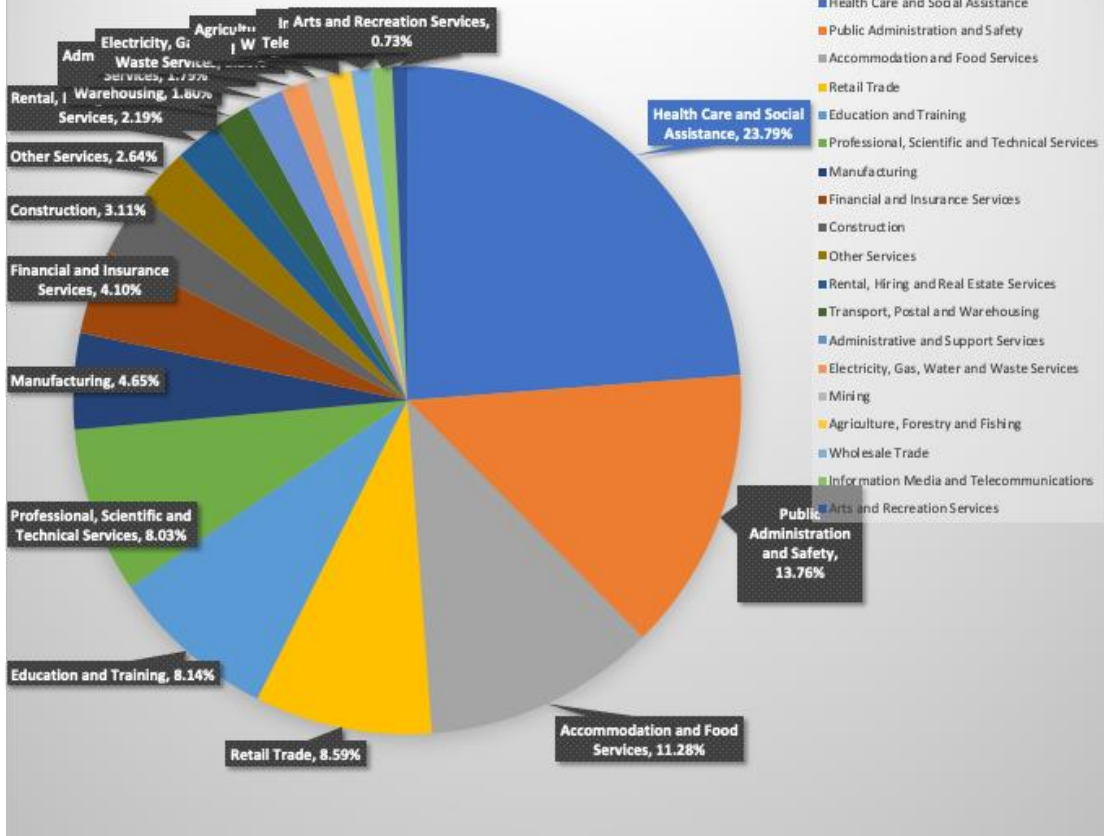
TOP JOB POSTINGS BY INDUSTRY IN THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND



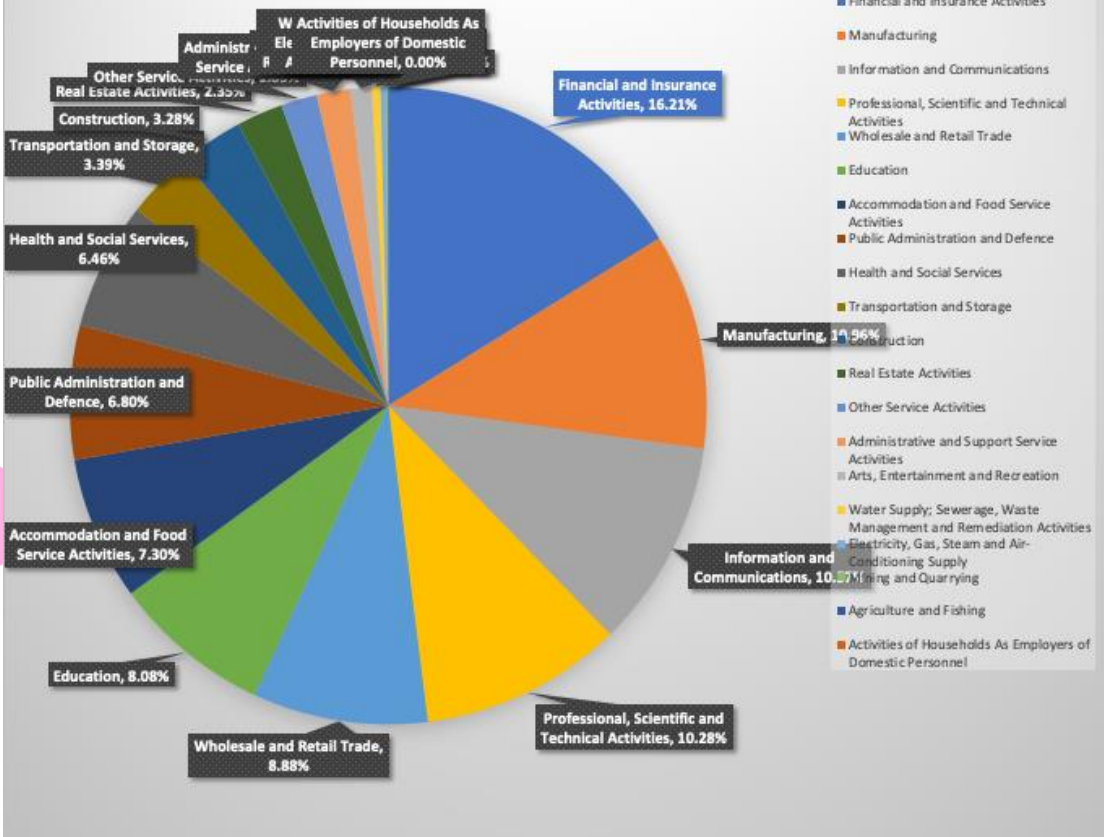
TOP JOB POSTINGS BY INDUSTRY IN AUSTRALIA

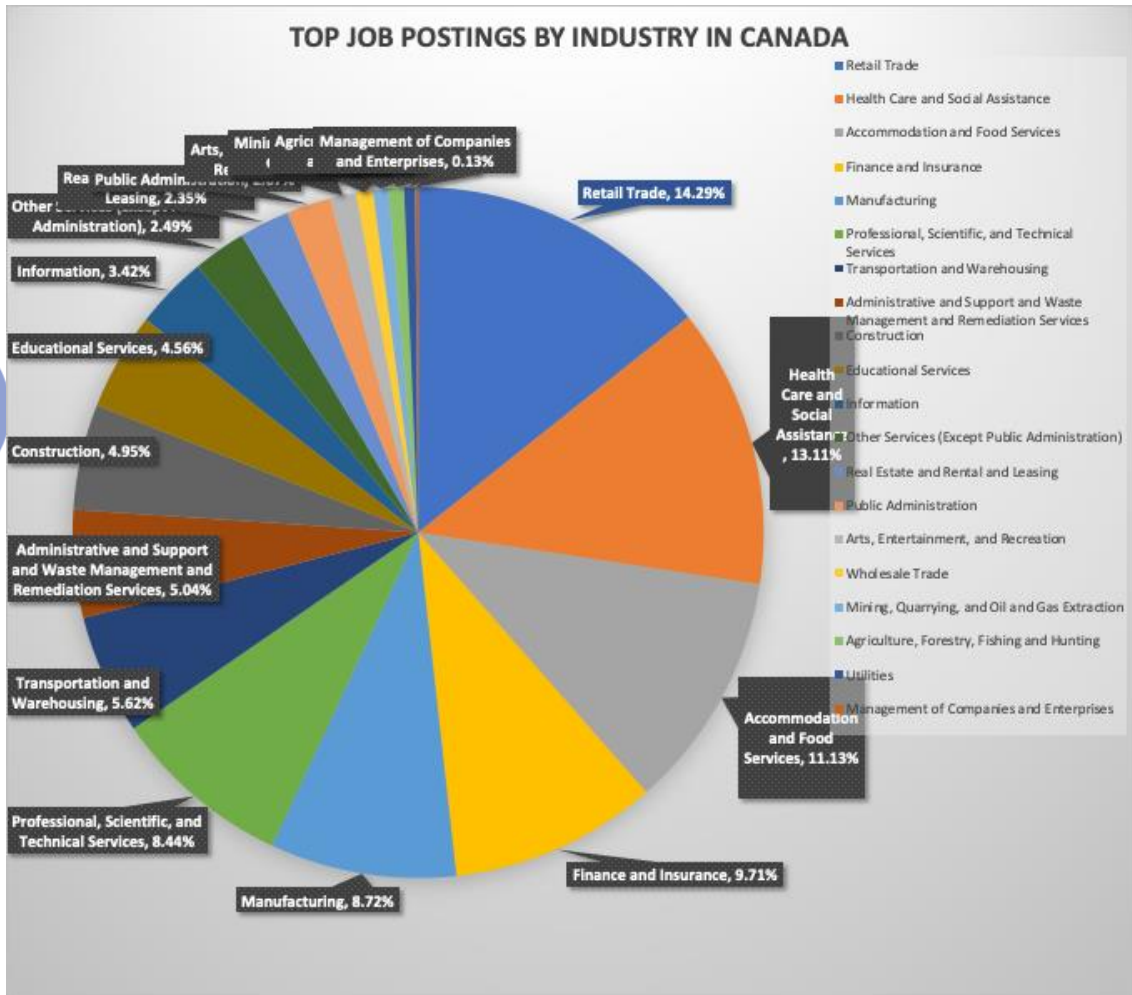


TOP JOB POSTINGS BY INDUSTRY IN NEW ZEALAND

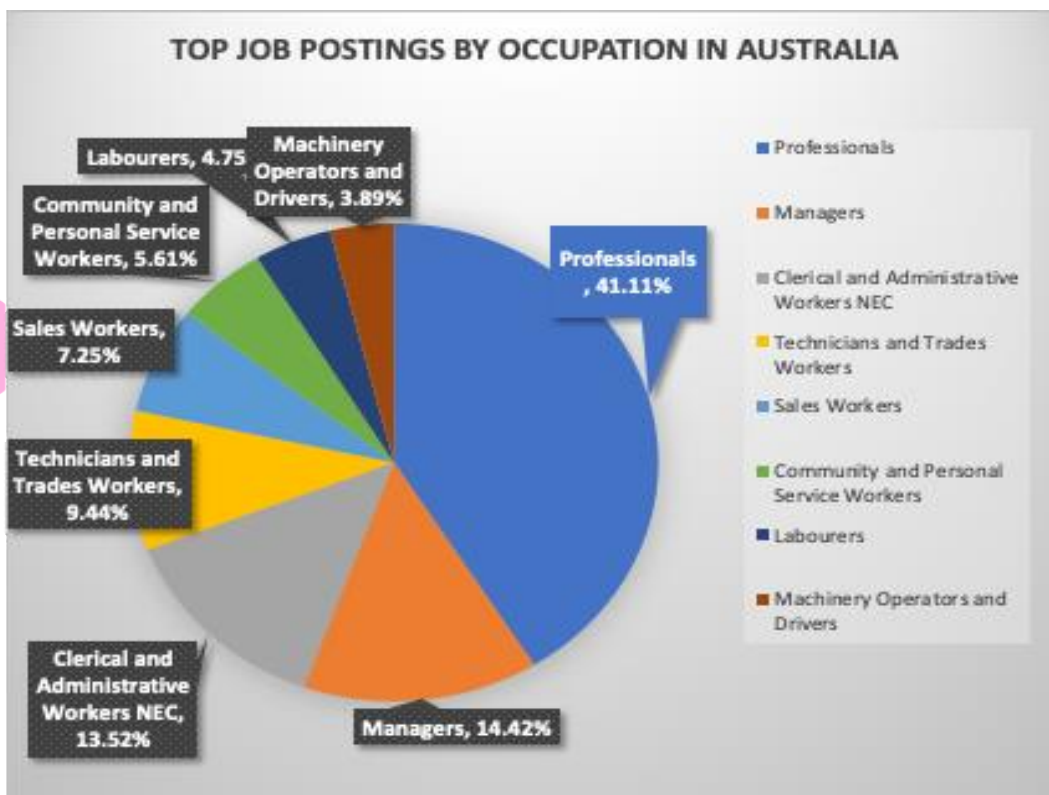


TOP JOB POSTINGS BY INDUSTRY IN SINGAPORE

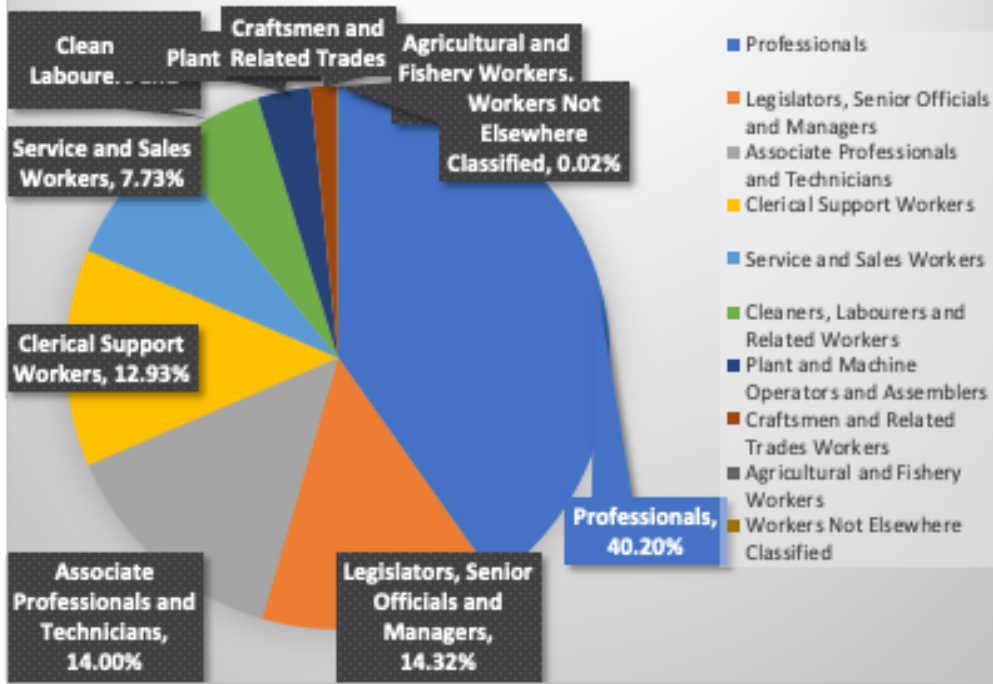




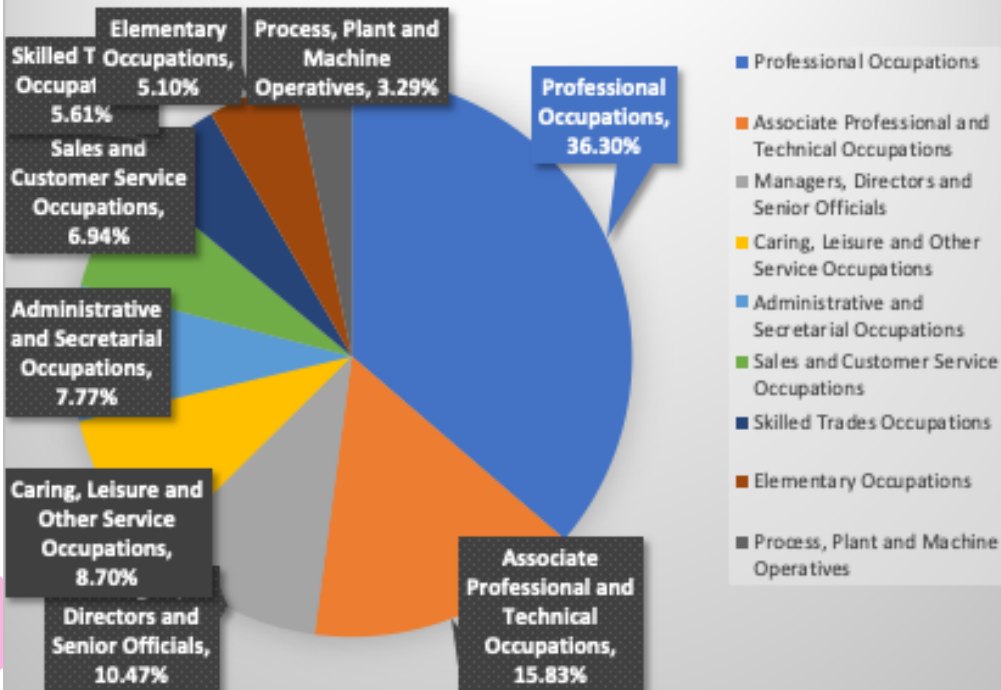
As to occupations, the Professionals rank highest in 4 out of 6 countries, and health care professionals is highest in the United States.



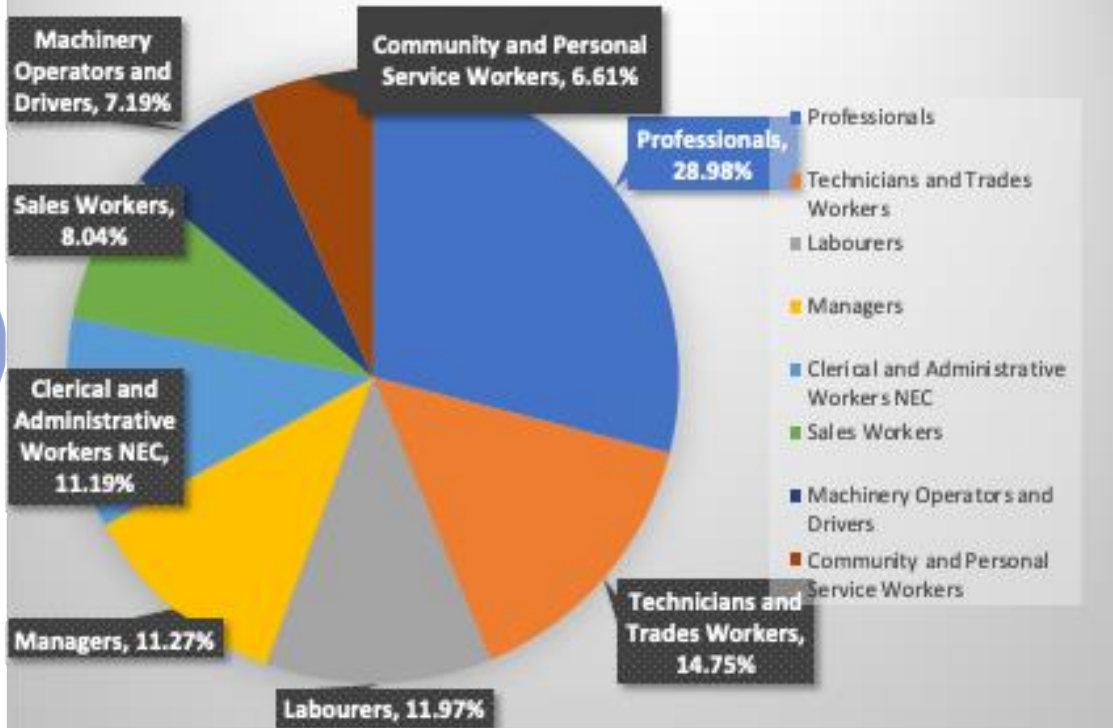
TOP JOB POSTINGS BY OCCUPATION IN SINGAPORE



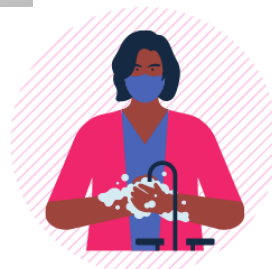
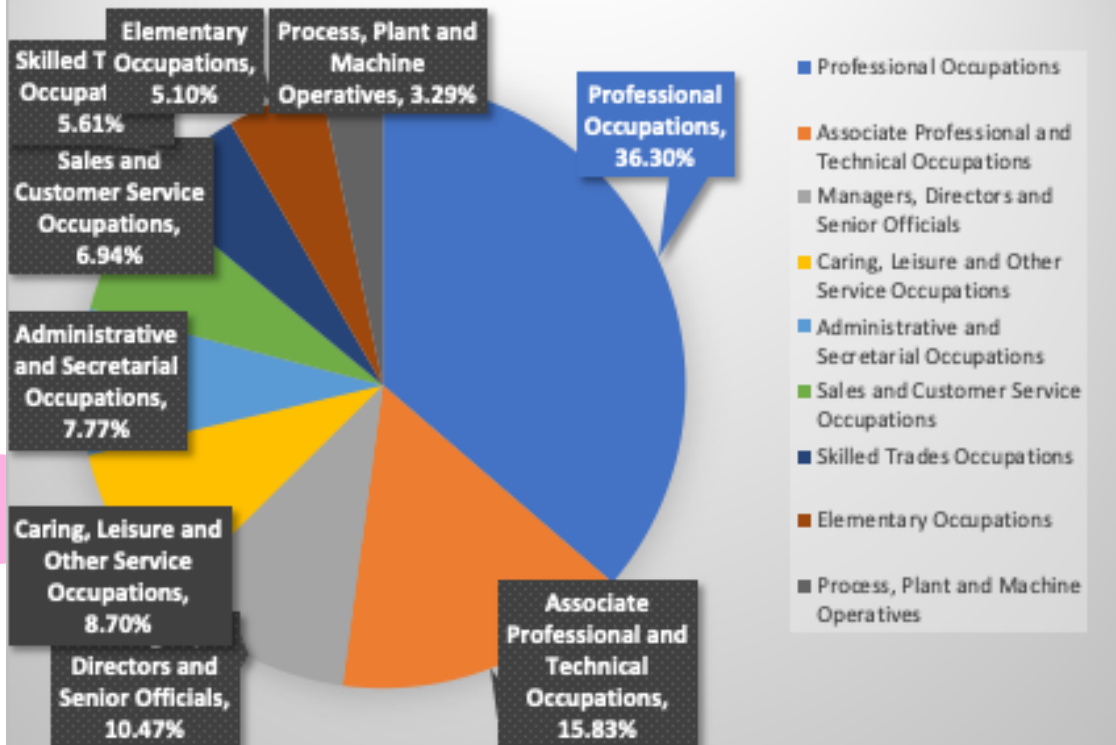
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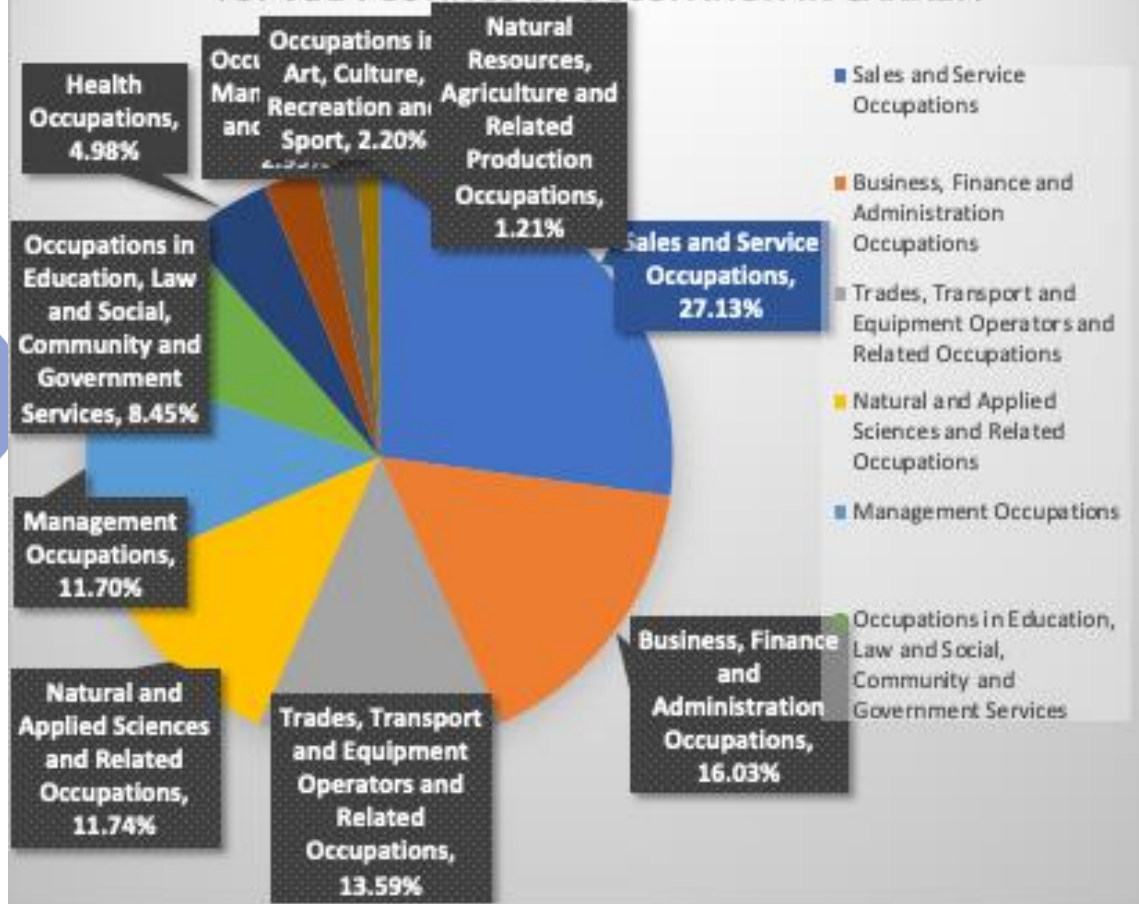
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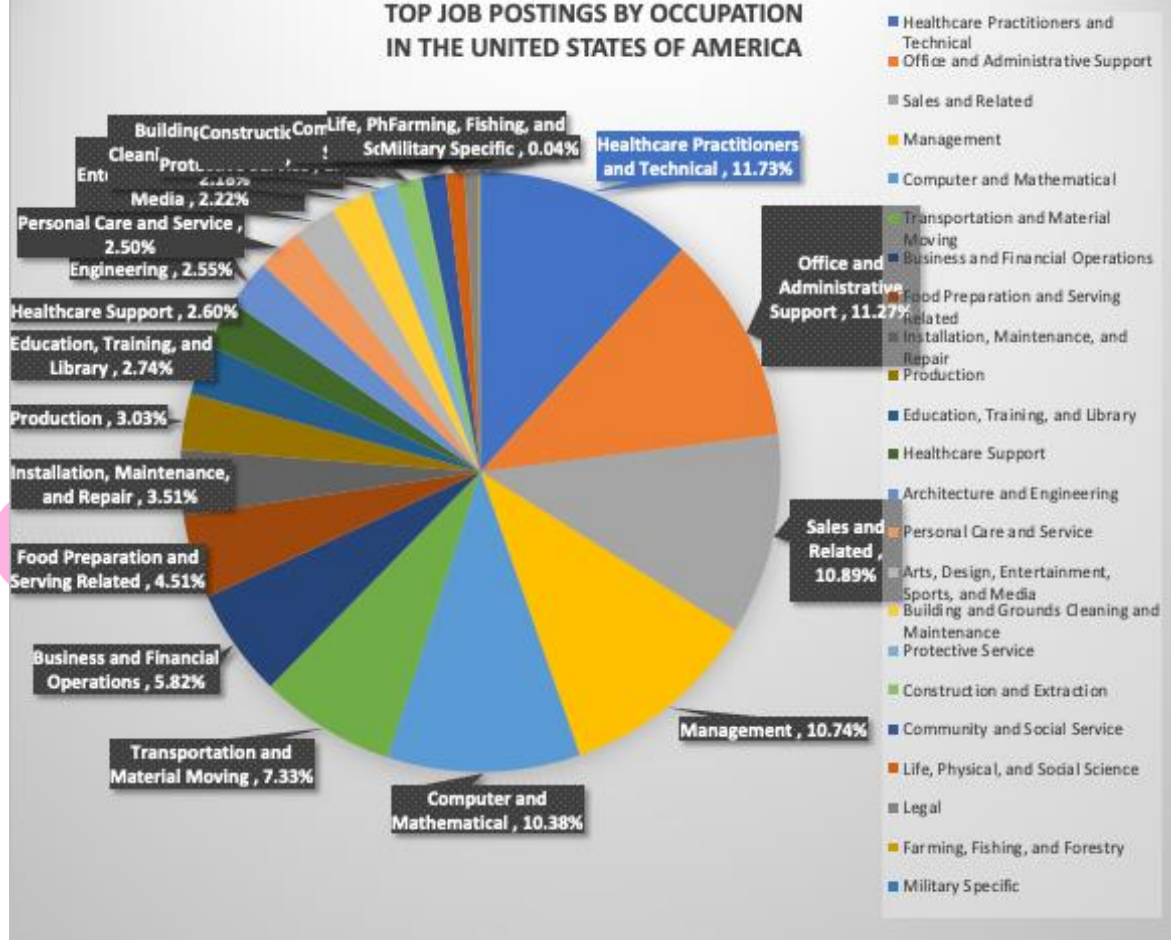
TOP JOB POSTINGS BY OCCUPATION IN THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND



TOP JOB POSTINGS BY OCCUPATION IN CANADA



TOP JOB POSTINGS BY OCCUPATION IN THE UNITED STATES OF AMERICA



LinkedIn also provides insights on in-demand jobs. According to its September 2020 data, in-person essential workers continue to be in high demand. And as economies start to reopen, some of the in-person work have started to increase. The Security Officer has the highest demand, followed by Delivery Specialist, then Retail Sales Specialist.



LinkedIn also reports while economies are reopening, jobs that limits in-person interaction, as well as those that enable digital transformation, continue to be in-demand. Delivery Specialist has the highest increase in demand, followed by Full Stack Engineer and Javascript Developer.



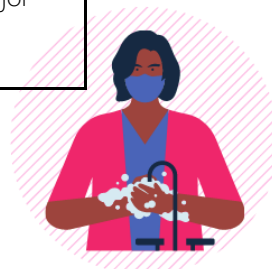
ii. Local

The NEDA proposes a recovery program to address the socioeconomic impact of the pandemic to the country. A health crisis such as the COVID-19 pandemic will require more resources to be spent on health care. The efforts to combat the pandemic can result into more direct (healthcare workers) and indirect employment (i.e. manufacture of PPE, medicines, medical supplies; construction of quarantine facilities).

The imposed lockdowns and community quarantines saw the limit to physical interaction among peoples and goods. In the study of Cruz and Muyrong (2020), they mentioned about sectors to be prioritized to adapt to efforts to combat COVID-19. Apart from health services, the selected sectors are needed to ensure food supply for households (e.g. agriculture, food processing), and services needed to facilitate distribution of these supplies and transactions (e.g. land transport, wholesale and retail trade, logistics, fuel products, financial transactions).

Based on the status of the sectors identified as high or low risk in the time of pandemic, the following are the jobs that will be needed and will be created:

Sector	Jobs Needed under the New Normal	Remarks
Agriculture Forestry and Fishery	<ul style="list-style-type: none">• Increase production in the following crops:<ul style="list-style-type: none">• Rice• Food crops• Livestock• Poultry and Fish• Nutrient and Pest Management• Mushroom Production and Processing• Farm Business Planning• Community Organization• Digital Farmers Program• Operation and Management of Common Rice Machinery Facility• Construction, Operation and Mgt of Rice Storage Warehouse• Manufacture of Farm Implements (PhilMech)• Smart Farming Technology <p>Source: Department of Agriculture Release https://www.da.gov.ph/food-production-is-equally-important-as-the-war-against-covid-19/</p>	<ul style="list-style-type: none">• According to Cruz and Muyrong (2020), agriculture is important in addressing the country's domestic food supply, and is one of the sectors that has the job-generating potential.• The IATF-EID declared that "all agriculture and fishery stakeholders must be considered frontliners and their movements should remain unhampered."• Plant, Plant, Plant/Ahon Lahat, Pagkaing Sapat (ALPAS) Laban sa COVID-19 aims to further improve the country's food adequacy and efficient food processing, marketing and distribution to major consumption centers.



	<ul style="list-style-type: none"> • PhilRice • DA-ATI • PhilMech <p>Source: http://timesofindia.indiatimes.com/articleshow/76259292.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst</p>	
Health and Wellness	<ul style="list-style-type: none"> • Contact Tracer • Medical Equipment Technician (Mechanical Ventilator Technician) • Nursing Assistant • Ward Assistant • Administrative Assistant • Ambulance Driver • Special Caretaker • Barangay Health Worker • Data Encoder • Workers for Telemedicine <p>Source: LMI on Health Human Resources (results of consultation with DOH)</p>	<ul style="list-style-type: none"> • In the Philippines, the “COVID-19 Frontliners” play a very important role during the health crisis. There is a huge demand for the healthcare workers.
IT-BPM	<p>Health and Information Management</p> <ul style="list-style-type: none"> • Medical Claims (management, service delivery, management, representation) • Worker’s compensation • Management/Utilization Management Report • Medical Coding • Telemedicine <p>Information Technology Outsourcing</p> <ul style="list-style-type: none"> • Software Development • Enterprise Technician Architecture • Database Administration • Business Analyst <p>Global In-House Services</p> <ul style="list-style-type: none"> • Risk and Compliance Analyst <p>Contact Center and Business Processing Outsourcing</p> <ul style="list-style-type: none"> • Client Servicing • Workforce Management • Business Process Improvement • Training Quality Assurance <p>Projected Skills Shortage</p> <ul style="list-style-type: none"> • Animation Artistry 	<ul style="list-style-type: none"> • IT-BPM and Electronic commerce companies have been identified as essential industries.



	<p>E-Commerce</p> <ul style="list-style-type: none"> • Digital Skills <ul style="list-style-type: none"> • Web Development and Design • Search Engine optimization • Mobile app development • Audio and video production • Marketing/Advertising skills <ul style="list-style-type: none"> • Digital marketing • Business intelligence and data analytics • Branding and public relations • Creative design/graphic design • Other Skills <ul style="list-style-type: none"> • Social media coordination and community management • Adopting innovation and new technologies • Communication for Digital Transformation • Business Continuity (Planning and Management) • Customer Service <p>Emerging Skills/Jobs</p> <ul style="list-style-type: none"> • Medical Coder • Robotics Processor • Automation • Artificial Intelligence • Cybersecurity • Data Analytics • Virtual Reality <p><i>Sources: WSS Survey and Validated Info. from the Industry; DTI eCommerce TRABAHO/NEGOSYO Digital Skills Pathways</i></p>	
Logistics	<ul style="list-style-type: none"> • Warehouse Operator • Drivers (truck) • Forklift Operator • Multimodal Transport Operator • Customer Service • Documentation Clerk <p><i>Source: Meeting with the Industry Association and DTI</i></p>	<ul style="list-style-type: none"> • Workers in warehouses that support transport and global supply chains continue to work to meet the demands for essential goods, as well as increasing demand for online retail
Construction	<ul style="list-style-type: none"> • Foreman (more scope) • Leadman (specialized) • Heavy Equipment Operator (Earthmoving) <ul style="list-style-type: none"> ○ Mixer ○ Bulldozer 	<ul style="list-style-type: none"> • Note: Due to the continuous implementation of the Build Build Build Project, the abovementioned jobs will be in-demand.



	<ul style="list-style-type: none"> ○ Paver • Mobile Crane <ul style="list-style-type: none"> ○ Crane Operator • Sheet piling operator (bridge) • Vibro machine operator • Survey Aide • Density Testing Aide • Rigger • Hydraulic operators • Masonry (Steel man, carpentry, tile setting) • Rebar • Steel man • Scaffolder and Rigger • Rough carpentry • Mechanical Electrical Plumbing Fire (MEPF) • Traffic man (installation of protection devices) • Rubberized asphalt (asphalting) • Solar energy • Mechatronic technology of the HE • Skills for sea-based construction • Telecommunication (under water fiber optic cables) • Tunnelling (for the subway) • AAC (autoclaved aerated concrete) • GFR (glass fiber reinforce concrete) • Electronics, programming (for the green) • Climate change resilient • Green construction • Building Information Model • Pipefitter • Carpenter <p><i>Source: Industry Consultation, Result of the draft WSS Survey - Construction Sector</i></p>	
Manufacturing	<p>Expansion in Value of Production Index</p> <ul style="list-style-type: none"> • Manufacture of refined petroleum products • Manufacture of wood and wood products • Manufacture of furniture and fixtures <p>Expansion in Net Sales Index</p> <ul style="list-style-type: none"> • Manufacture of Tobacco products • Food manufacturing • Manufacture of Wood and wood products • Chemical products 	<ul style="list-style-type: none"> • More demand for critical and essential products, packaging and raw materials • DTI reports that the Philippines has the capacity to manufacture high quality medical-grade PPE and face masks.³

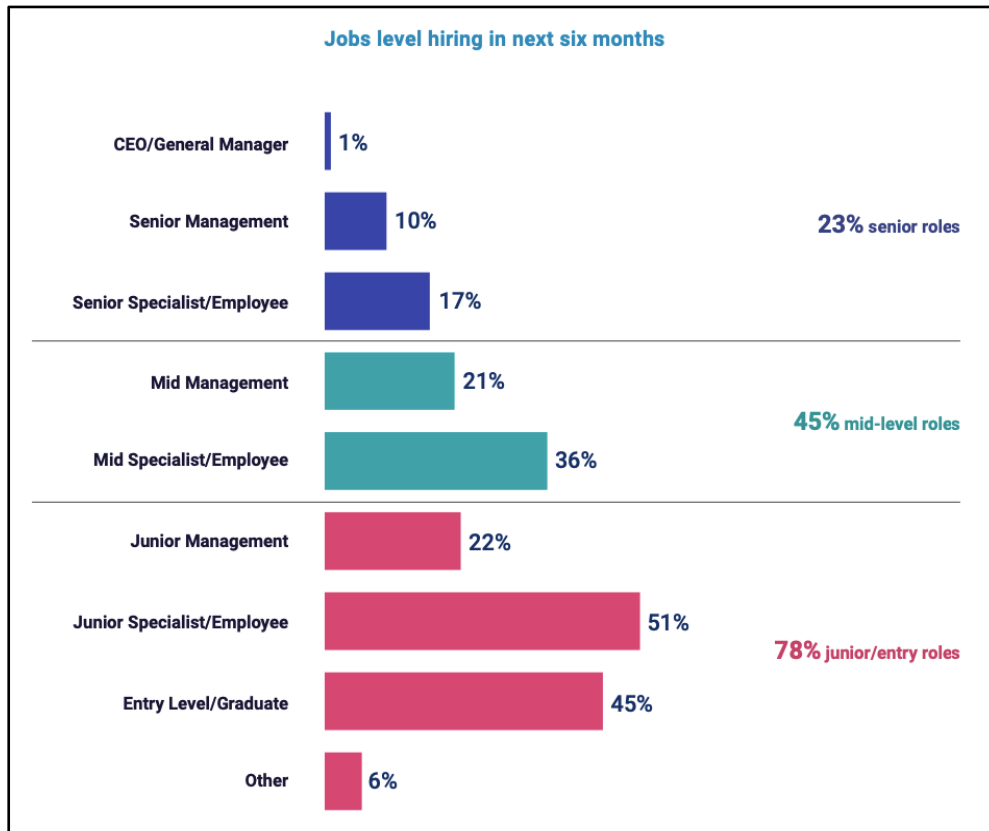
³ <https://www.dti.gov.ph/news/locally-manufacture-ppes/>



	<p>At least 80% capacity utilization</p> <ul style="list-style-type: none"> • Manufacture of machinery except electrical • Printing • Textile <p><i>Source: Philippine Statistics Authority</i></p>	
Wholesale and retail trade; repair of motor vehicles and motorcycles	<ul style="list-style-type: none"> • Customer Service Associate • Shift Leads • Store Associate • Cashiers • Grocery Bagger • Grocery Storekeeper • Janitor • Security Guard • Vehicle Mechanic • Gasoline Girl/Boy 	<p>The subsectors identified as essential are:</p> <ul style="list-style-type: none"> • Essential retail (e.g., groceries, markets, drug stores) • Repair and installation of machinery and equipment • Gasoline stations
Financial and insurance activities	<ul style="list-style-type: none"> • Teller • Customer Service 	<ul style="list-style-type: none"> • Banks, money transfer services, microfinance institutions, pawnshops, and credit cooperatives • Capital Markets

Jobstreet.com, one of Asia's leading online employment advertising platforms, said in their August 2020 COVID-19 Job Report the following job functions that will most likely be in demand in the next 6 months are in accounting (33%), sales/CS/business development (31%), IT (26%), administration and human resources (24%), and engineering (20%). They are also much more likely to be at a junior/entry level (78%).

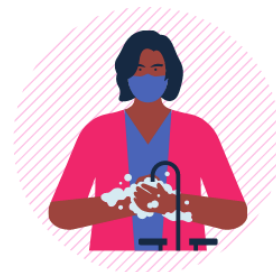




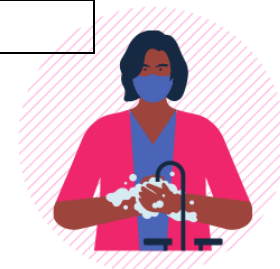
IV. SKILLS NEEDS

Below are the skills needs based on the identified In-Demand Jobs during the Enhanced Community Quarantine (ECQ) and their corresponding TESDA Training Regulations (TR):

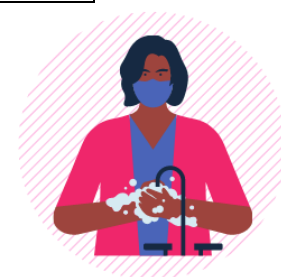
Industry/Sector	Jobs/Skills Requirements	Training Regulation
Administrative and support services activities	Administration and human resources	
Agriculture, Forestry and Fishery	Animal producers	Animal Production (Poultry-Chicken) NC II
	Community Organization	
	Construction, Operation and Mgt of Rice Storage Warehouse	
	Digital Farmers	
	Farm Business Planning	
	Fishery workers, hunters and trappers	Aquaculture NC II Fish Capture NC II
	Manufacture of Farm Implements	



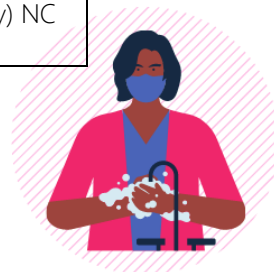
Industry/Sector	Jobs/Skills Requirements	Training Regulation
	Market gardeners and crop growers	Agricultural Crops Production NC I Agricultural Crops Production NC II Agricultural Crops Production NC III Organic Agriculture Production NC II
	Mushroom cultivator	
	Operation and Management of Common Rice Machinery Facility	
	Smart Farming	
Construction	Steel man	Reinforcing Steel Works NC II
	AAC (autoclaved aerated concrete)	
	Building Information Model	
	Carpenter	Carpentry NC II Carpentry NC III
	Climate change resilient	
	Density Testing Aide	
	Electronics, programming (for the green)	
	Foreman	
	GFRC (glass fiber reinforce concrete)	
	Green construction	
	Heavy Equipment Operator - Bulldozer	Heavy Equipment Operation (Bulldozer) NC II
	Heavy Equipment Operator - Mixer	HEO (Transit Mixer) NC II
	Heavy Equipment Operator - Paver	HEO (Paver) NC II
	Hydraulic operators	HEO (Hydraulic Excavator) NC II
	Leadman	
	Masonry (Steel man, carpentry, tile setting)	Masonry NC I Masonry NC II Masonry NC III
	Mechanical Electrical Plumbing Fire (MEPF)	
	Mechatronic technology of the HE	
	Mobile Crane Operator	HEO (Truck Mounted Crane) NC II
	Pipefitter	Pipefitting (Metallic) NC II
	Rebar	Reinforcing Steel Works NC II
	Rigger	Rigging NC I
Rubberized asphalt (asphalting)		



Industry/Sector	Jobs/Skills Requirements	Training Regulation
	Scaffolder and Rigger	Scaffolding Works NC II (Supported Type Scaffold)
	Sheet piling operator (bridge)	
	Skills for sea-based construction	
	Solar energy	
	Survey Aide	
	Telecommunication (under water fiber optic cables)	
	Traffic man (installation of protection devices)	
	Tunnelling (for the subway)	
	Vibro machine operator	
Financial and insurance activities	Accounting	Bookkeeping NC III
	Financial Advisor	
	Tax Specialist	
Health and Wellness	Administrative Assistant	Customer Services NC II Contact Center Services NC II
	Ambulance Driver	Driving NC II
	Barangay Health Worker	Barangay Health Services NC II
	Contact Tracer	
	Data Encoder	
	Home Health Aides	
	Medical Equipment Technician (Mechanical Ventilator Technician)	Biomedical Equipment Services NC II
	Mental Health Counselors	
	Nursing Assistant	Health Care Services NC II
	Nursing Attendant/Admin Aide	
	Personal Care Aides	
	Registered Nurse	
	Respiratory Therapists	
	Special Caretaker	
	Telemedicine	
Ward Assistant		
	Adopting innovation and new technologies	



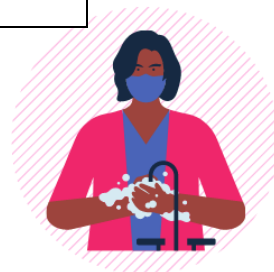
Industry/Sector	Jobs/Skills Requirements	Training Regulation
Information and Communications Technology	Animation Artistry	2D Animation NC III 3D Animation NC III Animation NC II
	Application Developer	
	Artificial Intelligence	
	Audio and video production	
	Automation	
	Branding and public relations	
	Business Analyst	
	Business Continuity (Planning and Management)	
	Business intelligence and data analytics	
	Business Process Improvement	
	Business Specialist	
	Client Servicing	
	Communication for Digital Transformation	
	Computer and Information Research Scientists	
	Creative design/graphic design	
	Customer Service	Customer Services NC II
	Cybersecurity	
	Data Analytics	
	Database Administration	
	Digital marketing	
	Enterprise Technician Architecture	
	Full Stack Engineer	
	Javascript Developer	
	Management/Utilization Management Report	
	Medical Claims (management, service delivery, management, representation)	Medical Coding and Claims Processing NC III
	Medical Coder	Medical Coding and Claims Processing NC III
	Mobile app development	
	Project Manager	
	Risk and Compliance Analyst	
	Robotics Processor	
	Sales/CS/business development	
	Search Engine optimization	
	SEO Specialist	
Social media coordination and community management		
Software Development	<ul style="list-style-type: none"> • Game Programming NC III • Programming (.Net Technology) NC III 	



Industry/Sector	Jobs/Skills Requirements	Training Regulation
		<ul style="list-style-type: none"> • Programming (Java) NC III • Programming (Oracle Database) NC III
	Software Engineer	
	System Analyst	
	Training Quality Assurance	
	Translation Specialist	
	Virtual Reality	
	Web Development and Design	Web Development NC III
	Worker's compensation	
Workforce Management		
Manufacturing	Blacksmiths, toolmakers and related trades workers	Furniture Making (Finishing) NC II
	Chemical and photographic products plant and machine operators	Chemical Process Operations NC III
	Food and related products machine operators	
	Food processing and related trades workers	<ul style="list-style-type: none"> > Food Processing NC I > Food Processing NC II > Food Processing NC III > Food Processing NC IV > Slaughtering Operations (Large Animal) NC II > Slaughtering Operations (Swine) NC II > Fish Products Packaging NC II
	Handicraft workers	
	Printing trades workers	
	Process control technicians	
	Sheet and structural metal workers, moulders and welders, and related workers	<ul style="list-style-type: none"> > Tool and Die Making NC II > Die Designing NC IV
	Textile, fur and leather products machine operators	<ul style="list-style-type: none"> > Dressmaking NC II > Tailoring NC II > Fashion Design (Apparel) NC III
	Wood processing and papermaking plant operators	
Wood treaters, cabinet-makers and related trades workers		
	Fundraiser	



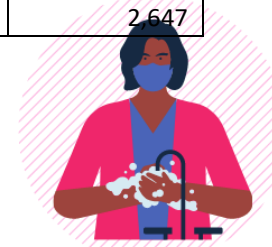
Industry/Sector	Jobs/Skills Requirements	Training Regulation
Social, Community Development and Other Services	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	
	Security Officer	Security Services NC I Security Services NC II
Transportation, Communication and Storage and Logistics	Customer Service	Customer Services NC II
	Delivery Specialist	
	Documentation Clerk	
	Drivers (truck)	Driving (Passenger Bus/Straight Truck) NC III Driving (Articulated Vehicle) NC III
	Forklift Operator	HEO (Forklift) NC II
	Multimodal Transport Operator	
	Shipping, Receiving, and Traffic Clerks	
	Stock Clerks and Order Fillers	
	Warehouse Operator	Warehousing Services NC II
Wholesale and Retail Trade	Cashiers	
	Customer Service Associate	Customer Services NC II
	Driver/Sales Workers	Driving NC II
	Gasoline Girl/Boy	
	Grocery Bagger	
	Grocery Storekeeper	
	Janitor	
	Retail Sales Specialist	
	Salesperson	
	Security Guard	Security Services NC I Security Services NC II
	Shift Leads	
	Store Associate	
	Teller	
Vehicle Mechanic	Automotive Servicing NC I Automotive Servicing NC II Automotive Servicing NC III Automotive Servicing NC IV Motorcycle/Small Engine Servicing NC II	



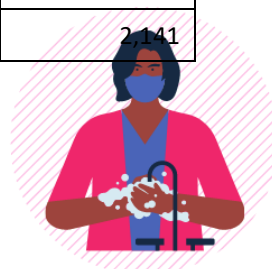
V. TVET CAPACITY

- *Enrolled, Graduated, Assessed and Certified per Qualifications, 2019*

Industry/Sector	Training Regulation	2019			
		Enrollment	Graduates	Assessed	Certified
Agriculture, Forestry and Fishery	Animal Production (Poultry-Chicken) NC II	4,449	3,442	5,707	5,452
	Aquaculture NC II	401	281	1,590	1,531
	Fish Capture NC II	80	48	89	89
	Agricultural Crops Production NC I	3,702	3,120	6,449	6,302
	Agricultural Crops Production NC II	5,020	3,820	15,520	14,620
	Agricultural Crops Production NC III	3,505	2,504	7,153	6,881
	Organic Agriculture Production NC II	20,909	16,535	33,601	32,228
Construction	Reinforcing Steel Works NC II			270	253
	Carpentry NC II	12,519	9,204	15,908	15,008
	Carpentry NC III	45	49	204	192
	Heavy Equipment Operation (Bulldozer) NC II	975	815	1,343	1,309
	HEO (Transit Mixer) NC II			140	132
	HEO (Paver) NC II				
	HEO (Hydraulic Excavator) NC II	3,773	3,368	7,994	7,795
	Masonry NC I	2,032	1,565	2,087	1,963
	Masonry NC II	6,716	5,246	9,449	8,975
	Masonry NC III	50	43	84	78
	HEO (Truck Mounted Crane) NC II	100	75	1,520	1,510
	Pipefitting (Metallic) NC II	3,564	2,932	5,684	5,590
	Rigging NC I	25	25	3,269	3,254
	Scaffolding Works NC II (Supported Type Scaffold)	4,068	3,665	1,039	1,000
Financial and insurance activities	Bookkeeping NC III	11,136	9,537	43,272	29,856
Health and Wellness	Barangay Health Services NC II	345	344	721	679
	Contact Center Services NC II	16,288	13,812		
	Biomedical Equipment Services NC II	113	58	268	231
	Health Care Services NC II	4,722	2,900	8,743	8,535
Information and Communications Technology	2D Animation NC III	545	573	2,317	2,061
	3D Animation NC III	480	527	1,153	928
	Animation NC II	714	721	3,244	2,647

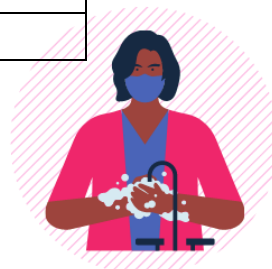


Industry/Sector	Training Regulation	2019			
		Enrollment	Graduates	Assessed	Certified
	Medical Coding and Claims Processing NC III				
	Game Programming NC III	11	-		
	Programming (.Net Technology) NC III				
	Programming (Java) NC III				
	Programming (Oracle Database) NC III				
	Web Development NC III				
Manufacturing	Furniture Making (Finishing) NC II	142	115	61	60
	Chemical Process Operations NC III				
	Food Processing NC I				
	Food Processing NC II	4,135	3,676	18,892	18,263
	Food Processing NC III				
	Food Processing NC IV				
	Slaughtering Operations (Large Animal) NC II	24	24	662	651
	Slaughtering Operations (Swine) NC II	1,064	780	1,087	1,041
	Fish Products Packaging NC II				
	Tool and Die Making NC II				
	Die Designing NC IV				
	Dressmaking NC II	13,250	11,663	21,725	19,931
	Tailoring NC II	1,552	1,270	1,690	1,498
	Fashion Design (Apparel) NC III				
Transportation, Communication and Storage and Logistics	Driving (Passenger Bus/Straight Truck) NC III	1,350	1,261	6,150	5,962
	Driving (Articulated Vehicle) NC III	117	116	2,163	2,090
	HEO (Forklift) NC II	2,796	2,540	11,703	11,328
	Warehousing Services NC II			68	59
Wholesale and Retail Trade	Automotive Servicing NC I	18,141	14,387	33,680	31,093
	Automotive Servicing NC II	9,756	9,223	28,962	27,003
	Automotive Servicing NC III	241	224	1,056	987
	Automotive Servicing NC IV	67	177	691	561
	Motorcycle/Small Engine Servicing NC II	1,700	957	4,251	3,833
Multi-industry/Sector	Customer Services NC II	448	348	2,564	2,541
	Driving NC II	35,663	31,564	53,825	51,253
	Security Services NC I	502	408	524	510
	Security Services NC II	1,145	1,061	2,256	2,141



- *Number of Registered Programs as of December 2019*

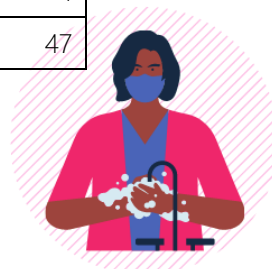
Industry/Sector	Training Regulation	Registered Program
Agriculture, Forestry and Fishery	Animal Production (Poultry-Chicken) NC II	56
	Aquaculture NC II	18
	Fish Capture NC II	1
	Agricultural Crops Production NC I	61
	Agricultural Crops Production NC II	104
	Agricultural Crops Production NC III	64
	Organic Agriculture Production NC II	250
Construction	Reinforcing Steel Works NC II	
	Carpentry NC II	181
	Carpentry NC III	5
	Heavy Equipment Operation (Bulldozer) NC II	36
	HEO (Transit Mixer) NC II	
	HEO (Paver) NC II	
	HEO (Hydraulic Excavator) NC II	65
	Masonry NC I	36
	Masonry NC II	152
	Masonry NC III	2
	HEO (Truck Mounted Crane) NC II	4
	Pipefitting (Metallic) NC II	42
	Rigging NC I	6
	Scaffolding Works NC II (Supported Type Scaffold)	3
Financial and insurance activities	Bookkeeping NC III	539
Health and Wellness	Barangay Health Services NC II	20
	Contact Center Services NC II	192
	Biomedical Equipment Services NC II	2
	Health Care Services NC II	243
Information and Communications Technology	2D Animation NC III	52
	3D Animation NC III	38
	Animation NC II	35
	Medical Coding and Claims Processing NC III	
	Game Programming NC III	3
	Programming (.Net Technology) NC III	
	Programming (Java) NC III	
	Programming (Oracle Database) NC III	
Web Development NC III		

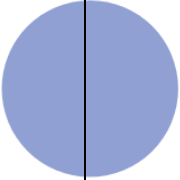
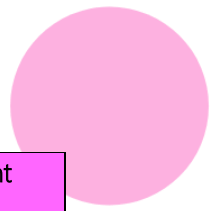


Industry/Sector	Training Regulation	Registered Program
Manufacturing	Furniture Making (Finishing) NC II	4
	Chemical Process Operations NC III	
	Food Processing NC I	
	Food Processing NC II	95
	Food Processing NC III	
	Food Processing NC IV	
	Slaughtering Operations (Large Animal) NC II	7
	Slaughtering Operations (Swine) NC II	20
	Fish Products Packaging NC II	
	Tool and Die Making NC II	
	Die Designing NC IV	
	Dressmaking NC II	204
	Tailoring NC II	27
	Fashion Design (Apparel) NC III	
Transportation, Communication and Storage and Logistics	Driving (Passenger Bus/Straight Truck) NC III	21
	Driving (Articulated Vehicle) NC III	6
	HEO (Forklift) NC II	58
Wholesale and Retail Trade	Automotive Servicing NC I	292
	Automotive Servicing NC II	331
	Automotive Servicing NC III	11
	Automotive Servicing NC IV	4
	Motorcycle/Small Engine Servicing NC II	63
Multi-industry/Sector	Customer Services NC II	14
	Driving NC II	404
	Security Services NC I	49
	Security Services NC II	70

- Number of competency assessors and assessment centers as of October 2020

Industry/Sector	Training Regulation	Competency Assessors	Assessment Centers
Agriculture, Forestry and Fishery	Animal Production (Poultry-Chicken) NC II	119	39
	Aquaculture NC II	30	9
	Fish Capture NC II	2	1
	Agricultural Crops Production NC I	68	47





Industry/Sector	Training Regulation	Competency Assessors	Assessment Centers
	Agricultural Crops Production NC II	189	87
	Agricultural Crops Production NC III	98	38
	Organic Agriculture Production NC II	275	121
Construction	Reinforcing Steel Works NC II	8	3
	Carpentry NC II	206	113
	Carpentry NC III	29	14
	Heavy Equipment Operation (Bulldozer) NC II	39	26
	HEO (Transit Mixer) NC II	5	4
	HEO (Paver) NC II	2	1
	HEO (Hydraulic Excavator) NC II	84	53
	Masonry NC I	52	43
	Masonry NC II	154	110
	Masonry NC III	23	9
	HEO (Truck Mounted Crane) NC II	17	13
	Pipefitting (Metallic) NC II	44	2
	Rigging NC I	18	14
	Scaffolding Works NC II (Supported Type Scaffold)	29	30
Financial and insurance activities	Bookkeeping NC III	300	276
Health and Wellness	Barangay Health Services NC II	22	21
	Contact Center Services NC II		
	Biomedical Equipment Services NC II	5	3
	Health Care Services NC II	171	77
Information and Communications Technology	2D Animation NC III	35	12
	3D Animation NC III	12	12
	Animation NC II	28	15
	Medical Coding and Claims Processing NC III	1	
	Game Programming NC III	1	
	Programming (.Net Technology) NC III		
	Programming (Java) NC III		
	Programming (Oracle Database) NC III		



Industry/Sector	Training Regulation	Competency Assessors	Assessment Centers
	Web Development NC III	5	7
Manufacturing	Furniture Making (Finishing) NC II	7	2
	Chemical Process Operations NC III		
	Food Processing NC I		
	Food Processing NC II	188	72
	Food Processing NC III		
	Food Processing NC IV		
	Slaughtering Operations (Large Animal) NC II	1	3
	Slaughtering Operations (Swine) NC II	24	13
	Fish Products Packaging NC II		
	Tool and Die Making NC II		
	Die Designing NC IV		
	Dressmaking NC II	249	124
	Tailoring NC II	45	31
Fashion Design (Apparel) NC III			
Transportation, Communication and Storage and Logistics	Driving (Passenger Bus/Straight Truck) NC III	105	55
	Driving (Articulated Vehicle) NC III	31	23
	HEO (Forklift) NC II	87	55
Wholesale and Retail Trade	Automotive Servicing NC I	162	147
	Automotive Servicing NC II	226	168
	Automotive Servicing NC III	15	10
	Automotive Servicing NC IV	8	7
	Motorcycle/Small Engine Servicing NC II	116	65
Multi-industry/Sector	Customer Services NC II	27	13
	Driving NC II	498	259
	Security Services NC I	30	10
	Security Services NC II	55	21



VI. TESDA Initiatives

1. Oplan TESDA Abot Lahat: TVET Towards a New Normal

TESDA has crafted its operational plan in response to the COVID-19 pandemic according to its mandate of providing Technical-Vocational Education and Training (TVET). The mission of the plan is “for the agency to contribute to the nation’s food, health and job security, and be able to adapt to a ‘new normal’ state in carrying out its mandate of providing skills to Filipinos and a job and livelihood after.” The objective of the plan is “to come up with relevant policies and programs to help society adjust to the new normal that are agile and flexible.

In line with this plan, the sectors that will be prioritized in technical education and skills development are Agriculture, Health, ICT, and Construction. Scholarship programs, as well as development and review of TRs will focus on these sectors.

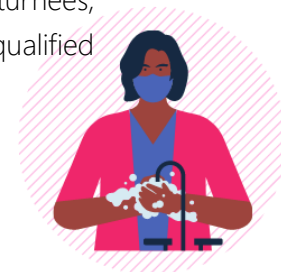
Flexible and dynamic training delivery methods are also being developed by utilizing mobile training vans and mobile learning facilitators under the TTIs in the conduct of trainings in the communities/barangays, along with multi-dimensional/cross sectoral program packages, especially in agriculture which can be delivered in the communities using the family farms or barangay lots as laboratories. ICT-based modality in the conduct of training programs, including the TESDA Online Program (TOP), shall be utilized.


2. TESDA Online Program

The TESDA Online Program (TOP) is one of the TESDA's initiatives while face-to-face trainings are not allowed. TOP can be accessed through the TESDA App, downloadable from Google Play and Apple Store. Currently, the TOP offers a total of 68 online courses, available to all who would like to acquire new skills in the convenience their own homes thru computers and mobile phones.

3. Integrated Organic Farming System Program (IOFSP)

TESDA has launched the Integrated Organic Farming System Program (IOFSP) which aims to integrate production systems such as dairy, poultry, livestock, fishery, horticulture, apiculture, sericulture, among others with agriculture crop production as its base, increase farm resources-use efficiency, and maintain environmental quality and ecological stability. The target beneficiaries are the farmer-beginners, farmers, out-of-school youth, Overseas Filipino Workers (OFWs), Indigenous People, rebel returnees, and other individuals who are interested to learn agri-fishery. In addition, qualified





trainees shall be trained for free. This program is essential as the need for food security arises amid the coronavirus disease (COVID-19) pandemic, TESDA Technology Institutions (TTIs), community farms, and farm schools will be utilized as organic farming training grounds in the country. Family farms and other farm schools will be registered with at least four integrated farm subsystem programs, while TTIs will serve as the demonstration farm system of IOFSP. TTIs should have at least 500 square meters of lot; IOFS Curriculum; Site layout based on actual inspection of training facilities, tools, equipment, supplies, and materials; and List of qualified trainers.



4. Scholarship Program for the Rice Extension Services Program (RESP)

The Rice Extension Services Program (RESP) is a component of the Rice Competitiveness Enhancement Fund (RCEF) under RA 11203 otherwise known as the Rice Liberalization Act. The beneficiaries of the scholarship program for RESP are all rice farmers, farmworkers, and their dependents listed in the Registry System for Basic Sector in Agriculture (RSBSA), rice cooperative and association members. TESDA shall collaborate with other government agencies for the implementation of the program.

5. Free Skills Training on Contact Tracing

As its response to prevent the spread of COVID-19, TESDA developed competency standards on Contact Tracing Level II in partnership with the Department of Health, and has been offering it as a free training program through the TESDA Technology Institutions.

6. Free Skills Training for returning/former OFWs

OFWs who have returned to the country, and/or who have lost their jobs during the pandemic are among the target beneficiaries of TESDA's scholarship programs for training, as well as free assessment.



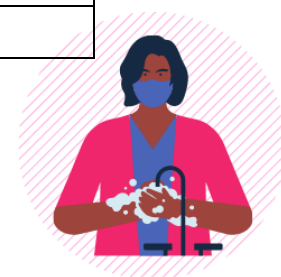
VII. WAY FORWARD

Re-skilling is identified as one of the key thrusts in the economic recovery of the country, TESDA as the authority in technical vocational education and training will definitely play a critical role to help the country rise from the devastating impact of COVID-19 to the Philippines, especially to those individuals whose possessed skills became obsolete in the “New Normal”.

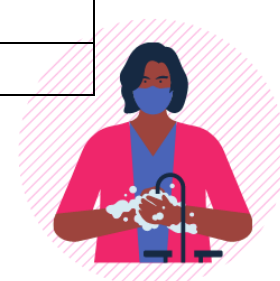
In order for TVET programs to be responsive on the needs of the in-demand jobs during the COVID-19 pandemic, the following are recommended for TESDA.

- TESDA has to develop new TRs and training programs, as well as update the existing TRs and training programs, to be more relevant and responsive to the labor market needs. The updating of TRs and training programs should have the minimum health standards in place and enforced. Continuous consultation with industry and other relevant stakeholders is necessary to determine the skills priorities. The following identified jobs still do not have TESDA TRs:

Industry/Sector	Jobs/Skills Requirements
Agriculture, Forestry and Fishery	Construction, Operation and Mgt of Rice Storage Warehouse
	Farm Business Planning
	Manufacture of Farm Implements
	Mushroom cultivator
	Operation and Management of Common Rice Machinery Facility
	Smart Farming
Construction	AAC (autoclaved aerated concrete)
	Building Information Model
	Density Testing Aide
	Electronics, programming (for the green)
	Foreman
	GFRC (glass fiber reinforce concrete)
	Green construction
	Leadman
	Mechanical Electrical Plumbing Fire (MEPF)
	Mechatronic technology of the HE
	Rubberized asphalt (asphalting)
	Sheet filing operator (bridge
Skills for sea-based construction	

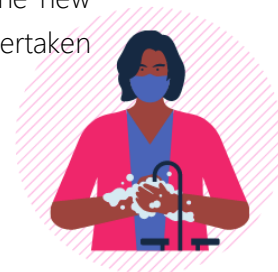


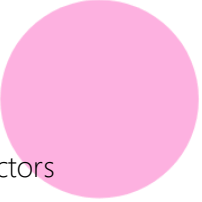
Industry/Sector	Jobs/Skills Requirements
	Solar energy
	Survey Aide
	Telecommunication (under water fiber optic cables)
	Traffic man (installation of protection devices)
	Tunnelling (for the subway)
	Vibro machine operator
Financial and insurance activities	Financial Advisor
Health and Wellness	Contact Tracer
	Data Encoder
	Home Health Aides
	Mental Health Counselors
	Nursing Attendant/Admin Aide
	Personal Care Aides
	Special Caretaker
	Telemedicine
	Ward Assistant
Information and Communications Technology	Application Developer
	Artificial Intelligence
	Audio and video production
	Automation
	Branding and public relations
	Business Analyst
	Business Continuity (Planning and Management)
	Cybersecurity
	Data Analytics
	Database Administration
	Digital marketing
	Enterprise Technician Architecture
	Full Stack Engineer
	Javascript Developer
	Management/Utilization Management Report
	Mobile app development
	Project Manager
	Risk and Compliance Analyst
Robotics Processor	





Industry/Sector	Jobs/Skills Requirements
	Sales/CS/business development
	Search Engine optimization
	SEO Specialist
	Social media coordination and community management
	Software Engineer
	System Analyst
	Training Quality Assurance
	Translation Specialist
	Virtual Reality
	Worker's compensation
	Workforce Management
Manufacturing	Food and related products machine operators
	Handicraft workers
	Printing trades workers
	Process control technicians
	Wood processing and papermaking plant operators
	Wood treaters, cabinet-makers and related trades workers
Social, Community Development and Other Services	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
Transportation, Communication and Storage and Logistics	Delivery Specialist
	Documentation Clerk
	Multimodal Transport Operator
	Shipping, Receiving, and Traffic Clerks
	Stock Clerks and Order Fillers
Wholesale and Retail Trade	Cashiers
	Retail Sales Specialist
	Salesperson
	Shift Leads
	Store Associate
	Teller

- Strengthen the implementation of programs related to agriculture, logistics, ICT and Constructions as these are identified as sectors with positive growth in the new normal. Coordination with the key players in the said sectors should be undertaken





so that the agency will determine what are the specific requirements of the sectors and what are the support, TESDA can provide.

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- TESDA should continue providing scholarship grants, especially for related qualifications that are in-demand or required during and post-pandemic, and for those workers who have been displaced and are looking at employment in available jobs both locally and overseas.
 - TESDA needs to strengthen its flexible training mechanisms to be able to address the skills needs more efficiently and effectively, provided that the minimum health standards are met. This should include development of learning materials and capacitating trainers to the new system. Likewise, necessary support to public and private institutions should be considered, to ensure that the quality of the TVET programs will not be sacrificed despite of the new mechanisms that will be adopted.
 - On MSMEs, clear policy on the assistance that will be provided to this sector in terms of skills training should be formulated. Dialogues with the players in the MSMEs should be accelerated to determine the necessary interventions. This can be done at the national and local level to quickly response to the need of this sector.
 - TESDA to continuously improve the content and other mechanisms of the TESDA Online Program in providing learning opportunities to the Filipinos who would like to learn new skills through online learning. Also, the development of online programs on qualifications under the sectors with significant growth should be prioritized.
 - TESDA to collaborate with other government, non-government agencies, and key industry players on the skills requirements of the new/emerging jobs during the pandemic and in preparation for the “New Normal”. This is to provide immediate assistance in the skills training of the prospective workers, including those who were displaced, by providing them the competencies that are needed in the workplace.
 - Essential skills and socio-emotional skills would be very vital as the economy is transforming into “New Normal”. These competencies once acquired would help TVET graduates easily adopt in the fast-changing requirements in the workplace brought by the current situation. TESDA’s role is not only in ensuring that this is part of the standard but most especially in the delivery of training and evaluation of the acquisition of learning.
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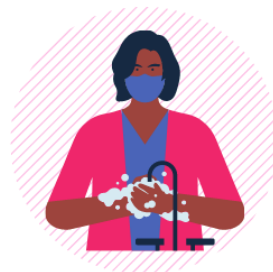
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