COMPETENCY STANDARDS

HALAL AWARENESS



TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY East Service Road, South Luzon Expressway (SLEX), Taguig City, Metro Manila *Technical Education and Skills Development Act of 1994* (*Republic Act No. 7796*)

Section 22, "Establishment and Administration of the National Trade Skills Standards" of the RA 7796 known as the TESDA Act mandates TESDA to establish national occupational skill standards. The Authority shall develop and implement a certification and accreditation program in which private industry group and trade associations are accredited to conduct approved trade tests, and the local government units to promote such trade testing activities in their respective areas in accordance with the guidelines to be set by the Authority.

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The Competency Standards (CS) serve as basis for the development of:

- 1 Competency-Based Curriculum
- 2 Micro-Credential
- 3 Institutional Assessment Instruments

The CS has two sections:

- Section 1 **Definition** describes and defines the competencies that comprise the of Competency Standards.
- Section 2 **Competency Standards** gives the specifications of competencies required for effective work performance.

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COMPETENCY STANDARDS FOR HALAL AWARENESS

SECTION 1 DEFINITION

The **HALAL AWARENESS** competency standards consists of competencies that a person must apply to develop awareness on halal practices and principles.

The Core Competency comprising this Competency Standards:

• Develop awareness on halal practices and principles

SECTION 2 COMPETENCY STANDARDS

This section gives the details of the contents of the units of competency required in **HALAL AWARENESS**.

CORE COMPETENCIES

UNIT OF COMPETENCY : DEVELOP AWARENESS OF HALAL PRINCIPLES AND PRACTICES

UNIT DESCRIPTOR : This unit covers the skills, knowledge and attitudes required to identify, apply and follow halal principles and practices that are applicable to the individual's job role.

ELEMENT	PERFORMANCE CRITERIA Italicized terms are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify features of halal program	 1.1 Halal principles and practices are identified as they relate to the job role. 1.2 Concept of halal and its significance in Islamic principles and practices are identified as they relate to the job role. 1.3 Overview of halal dietary laws, permissible and prohibited foods, and food preparation guidelines are identified in accordance with established procedures and and as they relate to job role. 1.4 Exploring the process of Halal certification, its importance, and the role of certifying authorities are identified in accordance with established procedures and the role of certifying authorities are identified in accordance with as they relate to job role. 1.4 Exploring the process of Halal certification, its importance, and the role of certifying authorities are identified in accordance with established procedures and job role. 1.5 Understanding the principles and procedures of Halal slaughter for meat and poultry are identified in accordance 	 SCIENCE 1.1 Halal principles and practices 1.2 Concept of halal and its significance in Islamic principles and practices 1.3 Halal dietary laws, permissible and prohibited foods, and food preparation guidelines 1.4 Process of Halal certification 1.5 Principles and procedures of Halal slaughter for meat and poultry 1.6 Food safety while adhering to Halal requirements and addressing common concerns 1.7 Halal-compliant cosmetics and pharmaceutical products and their certifications 1.8 Halal requirements in the hospitality and tourism industry 1.9 Halal financial principles and Sharia- 	 1.1 Interpersonal Skills 1.2 Attention to details 1.3 Communication Skills 1.4 Using communication equipment 1.5 Interpretation of Verbal and Non- Verbal Cues/Skills 1.6 Memorizing spiels 1.7 Developing personality 1.8 Probing Skills

	accordance with	compliant banking	
	established procedures	practices	
	and as they relate to job	1.10 Halal integrity	
	role.	throughout the	
		supply chain, from	
	1.6 Ensuring food safety	sourcing to retail	
	while adhering to Halal	•	
	-		
	requirements and	proper Halal labeling	
	addressing common	and packaging for	
	concerns are identified in	food and consumer	
	accordance with	products	
	established procedures	1.12 Non-Muslim Context	
	and as they relate to job	Sensitizing	
	role.	businesses and	
		communities	
	1.7 Awareness of Halal -	1.13 Halal Standards and	
		Regulations	
	•	Familiarization with	
	and pharmaceutical		
	products and their	international Halal	
	<i>certifications</i> are	standards and	
	identified in accordance	5	
	with established	governing different	
	procedures and as they	industries	
	relate to job role.	1.14 Halal audits and	
		ensuring compliance	
	1.8 Examining Halal	with Halal standards	
	requirements in the	1.15 Strategies for	
	hospitality and tourism	marketing and	
	<i>industry</i> , including hotels	promoting Halal	
	and travel are identified in	products and	
	accordance with	services in the	
	established procedures	global market	
	and as they relate to job	0	
	role.	of Halal	
	1.0 Lindoratondin r		
	1.9 Understanding Halal		
	financial principles and		
	Sharia-compliant		
	banking practices are		
	identified in accordance		
	with established		
	procedures and as they		
	relate to job role.		
	,		
	1.10 Awareness of		
	maintaining Halal		
	5		
	integrity throughout		
	the supply chain, from		
	sourcing to retail are		
	identified in accordance		
	with established		
	procedures and as they		
	relate to job role.		
k			

1.11 Guidelines for proper Halal labeling and packaging for food and consumer products are identified in accordance with established procedures and as they relate to job role.	
1.12 Halal Awareness in Non- Muslim Context Sensitizing businesses and communities outside Muslim-majority regions to Halal concepts are identified in accordance with established procedures and job role.	
1.13 Halal Standards and Regulations Familiarization with international Halal standards and regulations governing different industries are identified in accordance with established procedures and as they relate to job role.	
1.14 Practical training in conducting <i>Halal audits</i> <i>and ensuring</i> <i>compliance with Halal</i> <i>standards</i> are identified in accordance with established procedures and as they relate to job role.	
1.15 Strategies for marketing and promoting Halal products and services in the global market are identified in accordance with established procedures and as they relate to job role.	
1.16 Exploring the ethical dimensions of Halal	

	and its positive impact on society and the environment are identified in accordance with established procedures and as they relate to job role.		
2. Follow the features of halal program	 2.1 Halal principles and practices are followed as they relate to the job role. 2.2 Concept of halal and its significance in Islamic principles and practices are followed in accordance with established procedures and as they relate to the job role. 2.3 Overview of halal dietary laws, permissible and prohibited foods, and food preparation guidelines are followed in accordance with established procedures and as they relate to job role. 2.4 The process of Halal certification, its importance, and the role of certifying authorities are explored in accordance with established procedures and as they relate to job role. 2.5 The principles and procedures of Halal slaughter for meat and poultry are understood in accordance with established procedures and as they relate to job role. 	 SCIENCE 2.1 Halal principles and practices 2.2 Concept of halal and its significance in Islamic principles and practices 2.3 Halal dietary laws, permissible and prohibited foods, and food preparation guidelines 2.4 Process of Halal certification 2.5 Principles and procedures of Halal slaughter for meat and poultry 2.6 Food safety while adhering to Halal requirements and addressing common concerns 2.7 Halal-compliant cosmetics and pharmaceutical products and their certifications 2.8 Halal requirements in the hospitality and tourism industry 2.9 Halal financial principles and Sharia-compliant banking practices 2.10 Halal integrity throughout the supply chain, from sourcing to retail 2.11 Guidelines for proper Halal labeling and packaging for 	 2.1 Interpersonal Skills 2.2 Attention to details 2.3 Communication Skills 2.4 Using communication equipment 2.5 Interpretation of Verbal and Non- Verbal Cues/Skills 2.6 Memorizing spiels 2.7 Developing personality 2.8 Probing Skills

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	 2.6 Food safety while adhering to Halal requirements and addressing common concerns are ensured in accordance with established procedures and as they relate to job role. 2.7 Awareness of Halal- compliant cosmetics and pharmaceutical products and their certifications are followed in accordance with established procedures and as they relate to job role. 	food and consumer products 2.12 Non-Muslim Context Sensitizing businesses and communities 2.13 Halal Standards and Regulations Familiarization with international Halal standards and regulations governing different industries 2.14 Halal audits and ensuring compliance with Halal standards 2.15 Strategies for marketing and	
	2.8 Halal requirements in the hospitality and tourism industry, including hotels and travel are examined in accordance with established procedures and as they relate to job role.	promoting Halal products and services in the global market 2.16 Ethical dimensions of Halal	
	2.9 Halal financial principles and Sharia-compliant banking practices are understood in accordance with established procedures and as they relate to job role.		
	2.10 Awareness of maintaining Halal integrity throughout the supply chain, from sourcing to retail are followed in accordance with established procedures and as they relate to job role.		
	2.11 Guidelines for proper Halal labeling and packaging for food and consumer products are followed in accordance with established procedures and as they relate to job role.		

2.12 Halal Awareness in Non- Muslim Context Sensitizing businesses and communities outside Muslim-majority regions to Halal concepts are followed in accordance with established procedures and job role.	
2.13 Halal Standards and Regulations Familiarization with international Halal standards and regulations governing different industries are followed in accordance with established procedures and as they relate to job role.	
2.14 Practical training in conducting Halal audits and ensuring compliance with Halal standards are followed in accordance with established procedures and as they relate to job role.	
2.15 Strategies for marketing and promoting Halal products and services in the global market are followed in accordance with established procedures and as they relate to job role.	
2.16 The ethical dimensions of Halal and its positive impact on society and the environment are explored in accordance with established procedures and as they relate to job role.	

RANGE OF VARIABLES

VARIABLE

RANGE

1. Halal Principles and Practices	May include: 1.1 Consumption of halal foods and beverages 1.2 Avoidance of haram (forbidden) substances 1.3 Adherence to zabiha (slaughter) guidelines 1.4 Maintaining cleanliness and purity (tahara) 1.5 Avoidance of cross-contamination 1.6 Maintaining ethical and fair business dealings 1.7 Modesty in dress (hijab and clothing) 1.8 Respect for others and compassion 1.9 Charity (zakat) and social responsibility 1.10 Performance of regular prayer and worship (salah) 1.11Avoidance of mashbuh
2. Halal Dietary Laws / Guidelines on Food Preparation	 May include: 2.1 Adherence to slaughtering (dhabiha/zabiha) principles 2.2 Prohibition of pork and predatory/carnivorous animals 2.3 Prohibition of alcoholic beverages and intoxicants 2.4 Establishment of dedicated preparation areas to avoid cross-contamination 2.5 Maintaining cleanliness and hygiene 2.6 Animals should be treated with kindness and not subjected to unnecessary harm or cruelty 2.7 Gelatin and additives must be from halal sources 2.8 Recitation of blessings (bismillah) and gratitude 3.9 Avoiding doubtful foods (mashbooh) 2.10 Consuming only what is needed and sharing with others is encouraged
3. Process of Halal Certification	May include: 3.1 Application 3.2 Initial assessment 3.3 Pre-assessment visit 3.4 Documentation submission 3.5 On-site Audit 3.6 Evaluation 3.7 Correction of non-compliance 3.8 Follow-up audit (if needed) 3.9 Approval and certification 3.10 Ongoing compliance 3.11 Renewal 3.12 Continual improvement
4. Halal Slaughter for Meat and Poultry	 May include: 4.1 The slaughterer should have the intention (niyyah) of performing the act in the name of Allah and in accordance with Islamic teachings 4.2 Animals should be treated with kindness and not subjected to unnecessary harm or cruelty 4.3 Recitation of blessings (bismillah) and gratitude

	4.4 Quick and clean cut is performed to ensure minimal pain
	 and immediate loss of consciousness for the animal 4.5 Draining blood from the body as much as possible 4.6 The animal should be facing the Qiblah (the direction of Kaaba in Mecca) 4.7 No stunning
	4.8 The animal's body should be handled with care after the slaughter
5. Halal and Food Safety Addressing Common Concerns	May include: 5.1 Designated preparation areas for halal foods to prevent cross-contamination.
	5.2 Avoiding certain ingredients such as pork and its by- products, alcohol, and any non-halal animal-derived ingredients.
	5.3 Inspection of reputable halal certification bodies, both government and private, conduct thorough audits and inspections of food production facilities.
	5.4 Maintain the purity and integrity of the food by adhering to strict hygiene and sanitation practices
	5.5 Proper labeling to inform consumers about the halal status of the product, its ingredients, and potential allergens.
	5.6A comprehensive traceability system is required to track the origin of ingredients, the production process, and distribution.
	5.7 Proper training to ensure that all individuals involved understand and adhere to the necessary protocols about halal requirements and food safety practices
6. Halal Cosmetics and Pharmaceuticals	May include: 6.1 Cosmetic ingredients derived from permissible animals must be slaughtered according to Islamic law to be considered halal.
	6.2 Product accessories (e.g., application tools, brushes) must not be derived from porcine, human, or other haram materials.
	6.3Ensuring that medications do not contain haram ingredients, and that they are manufactured in a way that aligns with Islamic principles.
	 6.4 Production premises must be designed and located in an area with no risk of contamination by non-halal materials.
	 6.5 Halal certification from recognized Islamic authorities or organizations. This certification confirms that the product meets the halal standards set forth by Islamic guidelines.
	6.6 Halal cosmetics and pharmaceutical products are recommended to be handled and shipped separately from non-halal ones to avoid cross-contamination.

7. Halal Hospit Tourism Indu including Ho Travel, Hosp Medical Insti	ustry 7.1 tels and 7.2 bitals and 7.3 tutions 7.4 7.6 7.6	ay include: Providing halal food and beverages 2 Designated prayer rooms or spaces 3 Establishments offer separate facilities for men and women, such as swimming pools, spa areas, and prayer rooms. 4 Incorporation of Islamic architectural elements and design principles, which can contribute to a culturally enriching experience. 5 Staff members are trained to understand and respect Islamic customs and traditions to ensure a comfortable and respectful environment for Muslim guests. 5 May offer entertainment and recreational activities that align with Islamic values, such as lectures, cultural performances, and outdoor activities. 7 Hotels, restaurants, hospitals and medical institutions with halal certification from recognized authorities to provide assurance to their Muslim customers that their offerings and services are compliant with Islamic dietary and ethical standards.
8. Halal Financ Banking Pra	ctices 8.1 8.2 8.3 8.4 8.5 8.6	ay include: Prohibits the charging or payment of interest (riba) instead promotes profit-sharing and risk-sharing arrangements between parties. 2 Lending and borrowing must be interest-free, and any excess payments that resemble interest are considered unlawful 3 Discourages excessive uncertainty, speculation, and gambling-like activities. Contracts and transactions should be clear, transparent, and free from ambiguity. 1 Investments in ethical and socially responsible businesses. Industries such as alcohol, gambling, pork, and other activities prohibited by Shariah are avoided 5 Prohibits transactions that involve trading in debt or purely monetary transactions. Transactions should be backed by real assets and economic activities. 5 Promotes the concept of sharing both profits and losses between parties. This encourages a more equitable distribution of risks and rewards 7 Transactions that involve unethical practices, such as bribery, fraud, and exploitation, are strictly prohibited in Islamic finance.
9. Halal integrit throughout th chain from s retail	ne supply 9.1 9.1 ourcing to	ay include Uphold the halal integrity of goods across the supply chain from farm to fork, Avoid cross-contamination (direct contact with haram) ensure consumables are safe for consumption

	 9.3 The products remain halal from upstream to downstream supply chain, free from any activities that might breach the halal status, intentionally or unintentionally. 9.4 Halal integrity as an assurance of safe, quality, and free from malpractice food from farm to fork.
10. Halal Labeling and Packaging Consumer Products	 May include: 10.1 Materials used in the production of the primary and secondary packaging must comply with halal standards. 10.2 Processes involved must be clearly labelled with a sign carrying the word halal to prevent them from mix-ups and contamination by non-halal or najis along with the name of the certifying authority. 10.3 Care should also be observed to avoid unexpected contamination from the environment (e.g., haram pets) and manpower particulate contamination (e.g., non-halal food or dust). 10.4 Label should not depict lascivious or provocative images as this will automatically qualify the product as haram. 10.5 Shape of the final product or its package must not exhibit the human body or body parts that are sexually suggestive. 10.6 Brand name shall not be named or synonymously named after non-halal materials to avoid confusion.
11. Halal Awareness in Non-Muslim Context Sensitizing Business and Communities Outside Muslim-Majority Regions to Halal Concepts	 May include: 11.1 Collaborate with Halal restaurants, markets, and businesses to create a supportive network that can guide newcomers to the Halal market 11.2 Partner with local Muslim communities and organizations to better understand their needs and preferences 11.3 Work with relevant Halal certification authorities to ensure products and services meet Halal standards. 11.4 Display recognizable Halal certification logos on products to build trust with consumers. 11.5 Clearly label products and services as Halal to make it easier for Muslim consumers to identify them. 11.6 Conduct market research to understand the demand for Halal products and services in the non-Muslim context.
12. Halal Standards and Regulations Familiarization with International Halal	May include: 12.1 GCC Standardization Organization (GSO) Halal Food Standards 12.2 Codex Alimentarius Commission Halal Guidelines

Standards and	12.3 GCC Halal Cosmetic Standard
Regulations Governing Different Industries	 12.4 OIC/SMIIC Halal Tourism Standard 12.5 Global Halal Trade and Market Guidelines 12.6 Malaysian Standards on Halal (pioneer in Halal) 12.7 Local Laws RA 10817 RA 11439 PNS on Halal Philippine National Halal Certification Scheme Consumer Act
13. Halal Audit and Compliance Practical Training in Conducting	May include: 13.1 Train participants in planning and preparing for a Halal audit, including understanding the scope, identifying
Halal Audits and Ensuring Compliance	audit objectives, and reviewing relevant documentation.
with Halal Standard	 13.2 Teach auditing techniques and methodologies, including documentation review, process observation, interviews with personnel, and physical inspections. 13.3 Highlight the importance of preventing cross- contamination between Halal and non-Halal products
	during production, storage, and distribution. 13.4 Discuss how to ensure that suppliers and subcontractors are also compliant with Halal standards.
	13.5 Train participants on maintaining accurate records of processes, ingredients, and certifications for audit purposes.
	13.6 Introduce participants to auditing tools, checklists, and templates that can help streamline the auditing process.
	13.7 Training participants should have a solid understanding of Halal concepts, including permissible and prohibited ingredients, processes, and practices according to Islamic law.
	13.8 Train participants to become Lead Halal Auditors.
14. Halal Trade and Marketing Strategies for Marketing and Promoting	 May include: 14.1 Obtain recognized Halal certification from reputable certifying bodies to establish credibility and build trust with consumers. 14.2 Identify specific consumer segments interested in Halal products, such as Muslim communities, health-conscious individuals, and ethically-minded
	consumers. 14.3 Attend international trade shows, expos, and conferences related to Halal products and industries to showcase your offerings.

14.4 Partner with local distributors and retailers in target markets to ensure wide availability of your Halal products.
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EVIDENCE GUIDE

1 Critical Aspects of	Assessment requires syldenes that the condidate:		
1. Critical Aspects of	Assessment requires evidence that the candidate:		
Competency	1.1 Identify features of halal program		
	1.2 Follow the features of halal program		
2. Resource Implications	The following resources should be provided:		
	2.1 Tools, Materials and Equipment appropriate for the unit		
	of competency		
	2.2 Workplace environment appropriate for the unit of		
	competency		
3.Methods of Assessment	Competency in this unit may be assessed through:		
	3.1 Interview		
	3.2 Demonstration with Questioning3.3 Observation with Questioning		
	3.4 Written Examination		
4. Context of Assessment	4.1 Competency may be assessed individually in the		
	actual workplace or simulation environment in TESDA		
	accredited institutions		

GLOSSARY OF TERMS

- 1. **Bismillah (Blessings)** the words which preface all except one of the surahs of the Koran, used by Muslims as a blessing before eating or some other action.
- 2. **Halal** This is an Arabic term which means permissible or lawful in Islam. In reference to food, it is the Islamic dietary standard, as prescribed in the Shari'ah (Islamic Law). HARAM: This is another Arabic term which means impermissible or unlawful in Islam.
- 3. Haram is an Arabic term meaning 'forbidden'. This may refer to either something sacred to which access is not allowed to the people who are not in a state of purity or who are not initiated into the sacred knowledge; or, in direct contrast, to an evil and thus "sinful action that is forbidden to be done". The term also denotes something "set aside", thus being the Arabic equivalent of the Hebrew concept in, *hērem* and the concept of *sacer* (cf. sacred) in Roman law and religion. In Islamic jurisprudence, *haram* is used to refer to any act that is forbidden by Allah and is one of the five Islamic commandments (Arabic: الأحكام, romanized: *al-'Aḥkām al-Kamsa*) that define the morality of human action.
- 4. **Hijab** a head covering worn in public by some Muslim women. For Islamic women who choose to wear the hijab it allows them to retain their modesty, morals and freedom of choice. They choose to cover because they believe it is liberating and allows them to avoid harassment.
- 5. Mashbu means doubtful or suspect. If one is not sure about the slaughtering process or the ingredients used while preparing the food, then those items are considered as Mushbooh.There are few ingredients that can be prepared from animals or from plants as well; in that case, it is difficult for someone to understand if the food is Halal or Haram. Foods containing ingredients such as gelatin, enzymes, emulsifiers, etc. are questionable (Mashbooh) because the origin of these ingredients is not known.
- 6. Najis In Islamic law, najis (Arabic: نجس) means ritually unclean.^[1] According to Islam, there are two kinds of najis: the essential najis which cannot be cleaned and the unessential najis which become najis while in contact with another najis.Contact with najis things brings a Muslim into a state of ritual impurity (Arabic: نجاسة najāsa, in opposition to ṭahārah, ritual purity). Ritual purification is then required before religious duties such as regular prayers are performed.
- Niyyah (Arabic: نَتَلَةُ, variously transliterated niyyah, niyya ['nij. jah], "intention") is an Islamic concept: the intention in one's heart to do an act for the sake of God (Allah).
- 8. Qiblah is the direction towards the Kaaba in the Sacred Mosque in Mecca, which is used by Muslims in various religious contexts, particularly the direction of prayer for the salah. In Islam, the Kaaba is believed to be a sacred site built by prophets Ibrahim and Ismail, and that its use as the qibla was ordained by Allah in several verses of the Quran revealed to Muhammad in the second Hijri year. Prior to this revelation, Muhammad and his followers in Medina faced Jerusalem for prayers. Most mosques contain a *mihrab* (a wall niche) that indicates the direction of the qibla.

- 9. Riba It is often used as an Islamic term for interest charged on loans,^[Note 1] and the belief this is based on that there is a consensus among Muslims that all loan/bank interest is *riba* forms the basis of a \$2 trillion Islamic banking industry.^[7] However, not all scholars have equated *riba* with all forms of interest, or agree whether its use is a major sin or simply discouraged (*makruh*),^{[8][9]} or whether it is in violation of sharia (Islamic law) to be punished by humans rather than by Allah.^{[8][9]} There are two principal forms of *riba*. Most prevalent is the interest or other increase on a loan of cash, which is known as *riba an-nasiya*. Most Islamic jurists hold there is another type of *riba*,^[10] which is the simultaneous exchange of unequal quantities or qualities of a given commodity. This is known *riba al-fadl*.
- 10. **Salah** also known as *namāz* (Persian: نساز), are prayers performed by Muslims. Facing the *qibla*, the direction of the Kaaba with respect to those praying, many to most Muslims pray first standing and later kneeling or sitting on the ground, reciting prescribed prayers and phrases from the Quran as they bow and prostrate themselves in between.
- 11. **Sharia** is a body of religious law that forms a part of the Islamic tradition. It is derived from the religious precepts of Islam and is based on the sacred scriptures of Islam, particularly the Quran and the Hadith. In Arabic, the term *sharī* ah refers to Allah's immutable divine law and is contrasted with *fiqh*, which refers to its human scholarly interpretations. The manner of its application in modern times has been a subject of dispute between Muslim fundamentalists and modernists.
- 12. **Tahara** system of ritual purity in Islam. This system is based on two premises: the first is that humans lapse from a state appropriate to ritual activity as a result of certain bodily acts, such as defecation, sexual intercourse, or menstruation.
- 13. **Zabihan** also spelled zabiha, is the prescribed method of slaughter for halal animals (excluding fish, which are exempt from this requirement).
- 14. **Zakat** is an Islamic financial term. As one of the pillars of the faith, it requires all Muslims to donate a portion of their wealth to charity. Muslims must meet a certain threshold before they can qualify for zakat. The amount is 2.5% or 1/40 of an individual's total savings and wealth.

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