



LABOR MARKET INTELLIGENCE REPORT
**HARD-TO-FILL-JOBS
(OVERSEAS)**



HARD TO FILL JOBS (OVERSEAS)

I. Highlights of the Hard to Fill Occupations

Leading recruitment and manpower services agencies in the country such as the Industrial Personnel and Management Services (IPAMS) and YWA Human Resource Corporation, both POEA-license recruitment agencies in the country provided a list of hard-to-fill overseas occupations. Hard-to-fill occupations are broadly defined as vacancies for which the respondents encountered difficulties in managing the recruitment process.

The data showed that overseas hard-to-fill occupations are mostly found in the construction sector suggesting a robust economic performance of the sector and promising career opportunities. Demand for workers must have industrial technology training and aptitude for math and making things with their hands. Moreover, the identified skills occupations will become more pronounced with the lack of talent supply, thus, the need for a greater emphasis on training and reskilling/retooling of workers.

Table 1-Hard to Fill Occupations with skills certification requirement was sourced from IPAMS, while, Tables 2 and 3-Hard to Fill Occupations was provided by the YWA Human Resource Corporation. In reference to the job description given, the equivalent TVET qualifications fitting to the foreign job titles were also identified.

Table 1. Hard to fill Occupations (from Industrial Personnel and Management Services (IPAMS))

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
1	Industrial Electrician	Practical Electricity	One to Two Year technical course in Electrical Technology	Experience in operation and maintenance of power plant, manufacturing or high-rise building.	Instrumentation and Control Servicing NC II
2	VAC Pipe Welder	Welder	One to Two Year technical course and must be a certified Welder (stick, tig and mig welding)	Experience in welding pipes and tubings using stick, tig and mig welding techniques and procedures.	Gas Metal Arc Welding NC I-III
3	Welder (6G)	Welder	Certification on 6G welding Technology. Must have certification of proficiency in stick, TIG, MIG, and SMAW.	Experience in welding steel, stainless, aluminum, bi-metallic and other materials.	Shielded Metal Arc Welding (SMAW) NC I-III
4	Industrial Mechanic	Industrial Mechanic	One to Two Year course in Mechanical Technology on plant equipment and electric motors	Experience in troubleshooting of electric motor, internal combustion engines, air compressors and pumps.	Mechatronics Servicing NC II-IV
5	Diesel Engine Technician	Diesel Engine Mechanic / Technician	One to Two Year course in Mechanical Technology on diesel engine repair and maintenance	Experience in repair and maintenance of generator diesel engines, fire engine pumps, fuel pumps and hydraulic system.	Diesel Power Plant Operation and Maintenance NC II-III
6	AC Compressor Mechanic	Industrial Air Compressor / HVAC Mechanic	One to Two Year course in Mechanical Technology on HVAC to include semi-hematic reciprocating industrial air compressors	Experience in repair and maintenance of valves compressor, FCU & AHU to include HVAC units.	RAC Servicing NC II-III
7	HVAC Technician	HVAC Technician / Mechanic	Two Year technical course in HVAC	Experience in operation and maintenance of various HVAC units.	RAC Servicing NC II-III
8	HVAC Instrumentation & Control Technician	HVAC Technician / Mechanic	Two Year technical course in HVAC	Experience in circuit refrigerant, PLC techniques and control systems of HVAC units.	Ice-plant Refrigeration Servicing NC III
9	Electrical Technician	Electrical Technician	Two Year technical course in Practical Electricity	Experience in operations and maintenance of electrical units of power plants, manufacturing plants and high-rise	Instrumentation and Control Servicing NC II

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
				buildings.	
10	Air Conditioning & Cooling Technician	A/C Technician	Two Year technical course in AC & Refrigeration	Experience in operations and maintenance of AC units (split and window types), fans, chillers, and refrigerators.	Ice-plant Refrigeration Servicing NC III
11	Communications Technician	Telecommunications Technician	Two Year technical course in Electronics or Communications	Experience in telecommunications repair and maintenance of electronic communication system to include CCTV, C3 system/equipment, PABX switching networks (analog & digital), public address system, voice logging equipment, LAN data transmission system, fire alarm detection systems, computerized building management systems, etc.	Consumer Electronics Servicing NC II-IV
12	Hydraulic Technician	Hydraulic Mechanic / Technician	Certificate in Mechanical Heavy Equipment Technology - Specialization in Hydraulic System	Experience in repair and maintenance of diesel engine, air compressor, mud pumps, draw-works and BOP (Blowout Preventers) hydraulic rams in an oil rig.	Electrical Installation and Maintenance NC II-IV

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
13	Power Lineman	Power Lineman	Certificate in Power Line Specialty Course	Experience in power system construction, commissioning, maintenance and operation with emphasis on transmission and distribution working on conductors and equipment energized at 2,400 up to 13,800 volts level. Replaces overhead line and substation transformers including pole-top transformers and perform preventive maintenance of volt switches, bus parts, insulators, lightning arrestors, capacitors, ancillary equipment and line installations.	Line Construction NC II
14	Power System Technician	Power System Technician	Certificate in Specialty Course in Power System Technology, or Electrical Engineering	Experience in Power Distribution System installation, testing, commissioning, repair and maintenance using various testers and analyzers to include Double tester, Hi-Pot tester, Oscilloscopes, thermo-vision camera, TTR, winding resistance tester, meggers, phasing out tester, oil filtering machine, etc. Conduct maintenance of power distribution equipment ranging from 4.16 KV to 230 KV voltage.	Instrumentation and Control Servicing NC II

Notes For Oil & Gas Offshore Operations:

Currently, there are two **OPICO (Offshore Petroleum Industry Training Organization (UK))** accredited training centers in the Philippines that offer various safety and other offshore training courses before workers are allowed to work in an offshore platform. **1. IDESS Maritime Training Center Phils, located at Subic, Zambales** **2. Consolidated Training Systems Inc., located at Manila and Naic, Cavite**

Table 2. Hard to fill Occupations from National Occupational Classification (from YWA Human Resource Corporation)

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
1	Construction millwrights and industrial mechanics		<p>Completion of secondary school is usually required.</p> <ul style="list-style-type: none"> • Completion of a three- to four-year apprenticeship program or A combination of over four years of work experience in the trade and some high school, college or industry courses in carpentry is usually required to be eligible for trade certification. • Trade certification for carpenters is compulsory in Quebec and available, but voluntary, in all other provinces and the territories. • Trade certification for framers is available, but voluntary, in Saskatchewan. • Red Seal endorsement is also available to qualified carpenters upon successful completion of the interprovincial Red Seal examination. 	<p>Read blueprints, diagrams and schematic drawings to determine work procedures</p> <ul style="list-style-type: none"> • Install, align, dismantle and move stationary industrial machinery and mechanical equipment, such as pumps, fans, tanks, conveyors, furnaces and generators according to layout plans using hand and power tools • Operate hoisting and lifting devices such as cranes, jacks and tractors to position machinery and parts during the installation, set-up and repair of machinery • Inspect and examine machinery and equipment to detect and investigate irregularities and malfunctions • Install, troubleshoot and maintain power transmission, vacuum, hydraulic and pneumatic systems, and programmable logic controls • Adjust machinery and repair or replace defective parts • Operate machine tools such as lathes and grinders to fabricate parts required during overhaul, maintenance or set-up of machinery • Clean, lubricate and perform other routine maintenance work on machinery • Construct foundations for machinery or direct other workers to 	CNC Milling Machine Operation NC II-III

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
				construct foundations • Assemble machinery and equipment prior to installation using hand and power tools and welding equipment.	
2	Welders and related machine operators	Welders	Completion of secondary school is usually required. • Completion of a three-year apprenticeship program or A combination of over three years of work experience in the trade and some college or industry courses in welding is usually required to be eligible for trade certification. • Trade certification is compulsory in Alberta and available, but voluntary, in all other provinces and the territories. • Red Seal endorsement is also available to qualified welders upon successful completion of the interprovincial Red Seal examination. Welding, brazing and soldering machine operators • Some secondary school education is required. • Several months of on-the-job training are usually provided.	Welders perform some or all of the following duties: • Read and interpret blueprints or welding process specifications • Operate manual or semi-automatic welding equipment to fuse metal segments using processes such as gas tungsten arc welding (GTAW), gas metal arc welding (GMAW), fluxcored arc welding (FCAW), plasma arc welding (PAW), shielded metal arc welding (SMAW), oxy-acetylene welding (OAW), resistance welding and submerged arc welding (SAW) • Operate manual or semi-automatic flame-cutting equipment • Operate brazing and soldering equipment • Operate metal shaping machines such as brakes, shears and other metal straightening and bending machines • Repair worn parts of metal products by	Shielded Metal Arc Welding (SMAW) NC I-III

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
				welding on extra layers.	
3	Industrial electricians	Practical Electricity	<p>Completion of secondary school is usually required.</p> <ul style="list-style-type: none"> • Completion of a three- to four-year apprenticeship program or A combination of over four years of work experience in the trade and some high school, college or industry courses in carpentry is usually required to be eligible for trade certification. • Trade certification for carpenters is compulsory in Quebec and available, but voluntary, in all other provinces and the territories. • Trade certification for framers is available, but voluntary, in Saskatchewan. • Red Seal endorsement is also available to qualified carpenters upon successful completion of the interprovincial Red Seal 	<p>Industrial electricians perform some or all of the following duties:</p> <ul style="list-style-type: none"> • Read and interpret drawings, blueprints, schematics and electrical code specifications to determine layout of industrial electrical equipment installations • Install, examine, replace or repair electrical wiring, receptacles, switch boxes, conduits, feeders, fibre-optic and coaxial cable assemblies, lighting fixtures and other electrical components • Test electrical and electronic equipment and components for continuity, current, voltage and resistance 	Electrical Installation and Maintenance NC II-IV

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
			examination.	<ul style="list-style-type: none"> • Maintain, repair, install and test switchgear, transformers, switchboard meters, regulators and reactors • Maintain, repair, test and install electrical motors, generators, alternators, industrial storage batteries and hydraulic and pneumatic electrical control systems • Troubleshoot, maintain and repair industrial, electrical and electronic control systems and other related devices • Conduct preventive maintenance programs and keep maintenance records • May install, maintain and calibrate industrial instrumentation and related devices. 	

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
4	Carpenters	Carpenters	<p>Completion of secondary school is usually required.</p> <ul style="list-style-type: none"> • Completion of a three- to four-year apprenticeship program or A combination of over four years of work experience in the trade and some high school, college or industry courses in carpentry is usually required to be eligible for trade certification. • Trade certification for carpenters is compulsory in Quebec and available, but voluntary, in all other provinces and the territories. • Trade certification for framers is available, but voluntary, in Saskatchewan. • Red Seal endorsement is also available to qualified carpenters upon successful completion of the interprovincial Red Seal examination. 	<p>Carpenters perform some or all of the following duties:</p> <ul style="list-style-type: none"> • Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements • Prepare layouts in conformance to building codes, using measuring tools • Measure, cut, shape, assemble and join materials made of wood, wood substitutes, lightweight steel and other materials • Build foundations, install floor beams, lay subflooring and erect walls and roof systems • Fit and install trim items, such as doors, stairs, moulding and hardware • Maintain, repair and renovate residences and wooden structures in mills, mines, hospitals, industrial plants and other establishments • Supervise apprentices and other construction workers • May prepare cost estimates for clients. 	Carpentry NC II and III
5	Steamfitters, pipefitters		<p>Completion of secondary school is usually required.</p> <ul style="list-style-type: none"> • Completion of a four- to five-year apprenticeship program or A combination of over five years of work experience in the trade and some high school, college or industry courses in steamfitting, pipefitting or sprinkler system installation is usually required to be eligible for trade certification. • Steamfitter-pipefitter trade certification is compulsory in 	<p>Steamfitters and pipefitters perform some or all of the following duties:</p> <ul style="list-style-type: none"> • Read and interpret drawings, blueprints and specifications to determine layout requirements • Cut openings for pipe in walls, floors and ceilings using hand or power tools or machines • Select type and size of pipe required 	Pipefitting NC II

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
			<p>Prince Edward Island, Quebec, Ontario, Manitoba and Alberta and available, but voluntary, in all other provinces and the territories.</p> <ul style="list-style-type: none"> • Steamfitter-pipefitter (non-construction) trade certification is compulsory in Quebec. 	<ul style="list-style-type: none"> • Measure, cut, thread and bend pipe to required shape using hand and power tools • Weld, braze, cement, solder and thread joints to join pipes and fabricate sections of piping system • Install supports, valves, piping and control systems • Test system for leaks using testing equipment • Clean and maintain pipe units and fittings and flush system • Remove and replace worn components and reactivate system • May prepare cost estimates for clients. 	
6	Sprinkler system installers		<ul style="list-style-type: none"> • Sprinkler system installer trade certification is compulsory in Nova Scotia, New Brunswick, Quebec and Manitoba and available, but voluntary, in all other provinces and the territories. • Sprinkler system installer (no construction) trade certification is compulsory in Quebec 	<p>Sprinkler system installers perform some or all of the following duties:</p> <ul style="list-style-type: none"> • Read and interpret drawings, specifications and fire codes to determine layout requirements • Install clamps, brackets and hangers to support piping system and sprinkler and fire protection equipment, using hand and power tools • Select, measure, cut, ream and thread pipe, install sprinkler heads and mount prepared pipe in supports • Join pipes and piping sections using soldering and welding equipment • Connect piping system to water mains, supply tanks, pumps, compressors and control equipment • Installs valves, alarms and associated 	System Formworks Installation NC II

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
				equipment <ul style="list-style-type: none"> • Test system for leaks using air or liquid pressure equipment • Service and repair sprinkler system • May prepare cost estimates for clients. 	
7	Heavy-duty equipment mechanics		<ul style="list-style-type: none"> • Completion of secondary school is usually required. • Completion of a three- to five-year apprenticeship program or A combination of over four years of work experience in the trade and some high school, college or industry courses in heavy equipment repair is usually required to be eligible for trade certification. • Heavy-duty equipment technician trade certification is compulsory in Quebec and Alberta and available, but voluntary, in all other provinces and the territories. • Agricultural equipment technician trade certification is available, but voluntary, in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. • Red Seal endorsement is also available to qualified heavy duty equipment technicians and agricultural equipment technicians upon successful completion of the interprovincial Red Seal examination. 	Heavy-duty equipment mechanics perform some or all of the following duties: <ul style="list-style-type: none"> • Check bulldozers, cranes, graders and other heavy construction, agricultural, logging and mining equipment for proper performance and inspect equipment to detect faults and malfunctions • Diagnose faults or malfunctions using computerized and other testing equipment to determine extent of repair required • Adjust equipment and repair or replace defective parts, components or systems, using hand and power tools • Test repaired equipment for proper performance and to ensure that work meets manufacturers' specifications • Clean, lubricate and perform other routine maintenance work on equipment • Service attachments and working tools such as harvesting and tillage equipment, blades, ploughs, winches and side booms • May perform repair work on heavy trucks • May attach components and adjust new farm 	Heavy Equipment Servicing (Mechanical) NC II

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
				equipment.	
8	Structural metal and platework fabricators and fitters		<ul style="list-style-type: none"> • Completion of secondary school is usually required. • Completion of a three- to four-year apprenticeship program or A combination of over four years of work experience in the trade and some college or industry courses in structural steel and platework fabrication is usually required to be eligible for trade certification. • Trade certification for metal fabricator (fitter) is available, but voluntary, in all provinces. • Trade certification for marine fitters is available, but voluntary, in Nova Scotia. • Trade certification for marine mechanical technicians and marine repair technicians is available, but voluntary, in British Columbia. • Trade certification for boiler and related equipment assemblers and structural metal fabricators (non-construction) is available, but voluntary, in Québec. • Red Seal endorsement is also available to qualified metal fabricators (fitters) upon successful completion of the interprovincial Red Seal examination. 	Structural metal and platework fabricators and fitters perform some or all of the following duties: <ul style="list-style-type: none"> • Study engineering drawings and blueprints, determine the materials required, and plan the sequence of tasks to cut metal most efficiently • Construct patterns and templates as guides for layouts • Lay out reference points and patterns on heavy metal according to component specifications • Rig, hoist and move materials to storage areas or within worksite • Assemble and fit metal sections and plates to form complete units or subunits using tack welding, bolting, riveting or other methods • Set up and operate various heavy-duty metalworking machines such as brake presses, shears, cutting torches, grinders and drills, including computer numerical control (CNC) equipment, to bend, cut, form, punch, drill or otherwise form heavy-metal components • Install fabricated components in final product. 	Mechanical Drafting NC II

Table 3. Hard to fill Occupations from Australia-New Zealand

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
1	Slaughterer		This occupation has a level of skill commensurate with the qualifications and experience in Australia of AQF Certificate II or III (ANZSCO Skill Level 4). At least one year of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.	Stuns and kills livestock, and prepare carcasses for further processing by removing internal organs and hides.	Slaughtering Operations NC II
2	Welder (First Class)		This level has a level of skill commensurate with the qualifications and experience of AQF Certificate III including at least two years of on-the-job training or AQF Certificate IV (ANZSCO Skill Level 3). At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.	Fabricates and repairs metal products using various welding techniques.	Shielded Metal Arc Welding (SMAW) NC I
3	Structural steel and welding trades worker		Australia: AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV (ANZSCO Skill Level 3) New Zealand: NZ Register Level 4 qualification (ANZSCO Skill Level 3) At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.	Cuts, shape, join and repair metal components of iron and steel structures, boilers, pressure vessels and pipes, ships and other vessels.	Shielded Metal Arc Welding (SMAW) NC I-III

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
4	Metal Finishing Trade person		The entry requirement for this unit group is an AQF Certificate III or higher qualification. In some instances relevant experience is required in addition to the formal qualification.	Coat metal parts and articles using electrolytic processes, or polish metal articles.	
5	Metal Fabricator		The entry requirement for this occupation is an Australian Qualification Framework (AQF) Certificate III including at least two years of on-the-job training, or AQF Certificate IV. Registration or licensing is required in some states. At least three years of relevant experience may substitute for the formal qualifications listed above.	Marks off and fabricates structural steel and other metal stock to make or repair metal products and structures such as boilers and pressure vessels.	
6	Metal Machinist		This occupation has a level of skill commensurate with the AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV (ANZSCO Skill Level 3). At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.	Sets up and operates machine tools to shape and form metal stock and casting fine tolerances, using detailed drawings and specifications.	Machining NC I-III
7	Pressure Welder		This level has a level of skill commensurate with the qualifications and experience of AQF Certificate III including at least two years of on-the-job training or AQF Certificate IV (ANZSCO Skill Level 3). At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in	Assembles, welds, and repair pressure vessels and pipes to relevant standards.	Shielded Metal Arc Welding (SMAW) NC I-III

	FOREIGN CLIENT'S ACTUAL JOB TITLE	EQUIVALENT JOB TITLE (Phils)	SKILLS CERTIFICATION REQUIREMENT	ADDITIONAL SKILLS REQUIREMENT	TVET QUALIFICATION
			addition to the formal qualification.		
8	Panel beater		This level has a level of skill commensurate with the qualifications and experience of AQF Certificate III including at least two years of on-the-job training or AQF Certificate IV (ANZSCO Skill Level 3). At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.	Repair damage to metal, fibreglass and plastic body work on vehicles, and form replacement vehicle panels	
9	Metallurgical or Materials Technician		This level has a level of skill commensurate with the qualifications and experience of AQF Associate Degree, Advanced Diploma or Diploma. At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification. (ANZSCO Skill Level 2).	Tests materials as part of mineral and metal processing and refining, or for research into metals, ceramics, polymers and other materials in support of Metallurgists and Materials Engineers. Registration or licensing may be required.	

II. Result

The list was consolidated to identify the job qualifications that have an equivalent and existing TESDA Training Regulations (TR). TRs are developed with the industry experts. The TR prescribes the competency standards and serves as the framework in the development of training curriculum, instructional and learning materials, and training delivery for TVET.

It can be noted that there are only few job orders that requires skills certification as most job orders require professional and higher qualifications

such in the fields of petroleum engineering and other engineering sectors, manufacturing, mining and health care according to IPAMS.

The summary of the tables with TVET qualifications that is appropriate for the demand job titles are as follows:

- Industrial Personnel and Management Services (IPAMS)
 - Five (5) job occupations under the electronics sector
 - Three (3) job occupations under Heating Ventilation and Air Conditioning/Refrigeration (HVAC/R)
 - One job occupation for construction industry and
 - Two (2) job occupations under metals and engineering and utilities

- National Occupational Classification
 - Three (3) job occupations under Metals and Engineering industry
 - Five (5) job occupations under the Construction industry.

III. Implications to Technical Education and Skills Development

The hard to fill jobs as identified by the major recruitment agencies should be given priority in the training of workers. Moreover, the data and information provided is beneficial to the following:

- TVET institutions to identify growing industries in other countries as well as to prioritize training programs that cater to the employment criteria of receiving countries.
- Student/Trainees to get a glimpse of the current employment demand and assess their specific areas of interest
- Guidance counsellors to identify the jobs that require specific level of educational attainment and/or training.

Some of the strategic actions in relation to this are:

- Strengthen TESDA and private companies and/or government agencies to identify more hard-to-fill jobs for prioritization.
- Expand scholarships and other training assistance to those critical and hard-to-fill jobs.
- Enhance the promotion of Career Guidance Advocacy.
- Review accreditation/registration system process for training institutions to intensify quality educational training.



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