

Republic of the Philippines
TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY
East Service Rd. South Superhighway, Taguig, Metro Manila

44th TESDA BOARD MEETING

9 December 2004, Thursday, 1:00 p.m.
7th Floor TESDA Board Room, Office of the Chair
Taguig, Metro Manila

Resolution No. 2004- 18
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ADOPTION OF THE FIVE ESSENTIAL PARADIGM SHIFTS

WHEREAS, during the 44th TESDA BOARD Meeting, 9 December 2004, the Director General rendered his first 100 day's report which was in the context of the President's 10 Point Agenda and Executive Order 366 – "Directing a Strategic Review of the Operations and Organizations of the Executive Branch and providing options and incentives for government employees who may be affected by the rationalization of the functions and agencies of the Executive Branch";

WHEREAS, the presentation defined the vital and priority programs; determined the redundancies and areas of inefficiency and drew up a rationalized organization structure of the Authority ;

WHEREAS, the Board approved the adoption of five essential paradigm shifts.

Paradigm Shift No. 1 Pro-active Job Skills Matching Process

We **SEEK jobs** through domestic and international market intelligence to pinpoint exact requirements for the job vacancies.

We **FiND people** who can fit the available jobs

We **TRAIN people** using standards of quality for technical and vocational education and training for best fit to jobs

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As a necessary component of the matching process, the YP4SC (Youth Profile for Starring Careers) will provide guidance to the youth and their parents to select programs suitable for a "STAR" profile

Paradigm Shift No. 2-Ladderized tertiary education system (EO358)

The Technical Education and Skills Development Authority (TESDA) and the Commission on Higher Education (CHED) in consultation with concerned sectors and stakeholders shall develop and implement a unified national qualification framework that establishes equivalency pathways and access ramps for a ladderized system allowing for easier transition and progression between TVET and Higher Education (HE)

Paradigm Shift No. 3 Village technologies for community –based agri- fishery training

TESDA shall enable indigeneous technologies or " Village Technologies " to generate area-based employment. It shall use the training-cum-production scheme and establish business centers in TESDA Agri-fishery schools. Through these training cum production centers, TESDA shall develop TESDA branded " **Dangal ng Barangay** " products with a distinct product logo , processing, packaging,distribution and marketing schemes along concepts similar to the One Tambon One Product approach of Thailand.

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Paradigm Shift No. 4 Social Volunteerism

Plant for life is a social volunteerism project that embodies TESDA's social responsibility, where TESDA's involve themselves in community work towards promoting food self-sufficiency and the generation of area-based self-employment opportunities.

TESDA's will also work with private and public elementary and high schools nationwide to plant and produce seedlings in school yards, for students to re-plant these in their own gardens, backyards and community.

It is an eloquent values formation message that " what you plant is what you harvest " and will be a major step in food sufficiency and nutrition for households, especially in our poor countryside.

Paradigm Shift No. 5. TESDA Internal capability build-up thru purposive career development programs

TESDA is committed to a clear career pathway for our human resources. TESDA want its people to be pro-active and productive. TESDA looks forward to a group of productive and happy people who can deliver more of the best for less. Train your people and build the organization.

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NOW THEREFORE , BE IT RESOLVED , AS IT IS HEREBY RESOLVED, that the Board expresses its agreement with and support the TESDA's five essential paradigm shifts;

BE IT RESOLVED FINALLY, that copies of the five essential paradigm shifts and of this resolution be disseminated to all concerned agencies /offices for their guidance.

Adopted this 9th day of December 2004.

Ma. Adorinda de Jesus Forro
MA. ADORINDA DE JESUS-FORRO
Board Secretary VI

Attested By:

Patricia A. Sto. Tomas
PATRICIA A. STO. TOMAS
Chair, TESDA Board
Secretary, Department of Labor and Employment